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CAUT ACPPU
# BULLETIN

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## Mme Franklin lancera la conférence

LA professeure Ursula Franklin, une sommité au Canada, prononcera l'allocution d'ouverture de la conférence de l'ACPPU ayant pour thème «Les universités, les collèges et l'intérêt public : Freiner la commercialisation de l'enseignement postsecondaire».

Devant se tenir à l'hôtel Crown Plaza, à Ottawa, du 29 au 31 octobre 1999, la conférence portera sur la menace que pose aux universités et aux collèges du Canada l'influence grandissante des intérêts commerciaux privés. Des groupes d'experts et des ateliers traiteront d'un certain nombre de sujets : une plus grande dépendance envers les fonds privés, des méthodes de gestion axées sur le marché, des frais de scolarité qui montent en flèche, l'adoption de modèles de direction du secteur privé et le financement de la recherche lié à des partenariats restrictifs avec l'entreprise privée.

Tout au long de la conférence, les participants discuteront des moyens à prendre pour assurer l'accessibilité, l'autonomie et la liberté universitaire. Ces éléments sont essentiels à nos universités et à nos collèges pour qu'ils maintiennent l'extraordinaire tradition de recherche libre et intellectuelle et leur apport à la vie culturelle, économique et sociale du Canada.

Parmi les autres conférenciers invités, signalons John Polanyi, lauréat du prix Nobel, Nancy Olivieri, David Noble, Janice Newson et Michelle Brill-Edwards.

Cette conférence est organisée dans le cadre de la campagne de sensibilisation du public de l'ACPPU qui vise à attirer l'attention sur les conséquences négatives du sous-financement par les gouvernements des collèges et des universités du Canada et de leur commercialisation.

Les places seront limitées et seront attribuées aux premiers inscrits. Pour obtenir des renseignements supplémentaires, veuillez communiquer avec Nancy Gordon, ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2; tél. : (613) 820-2270; télec. : (613) 820-7244, ou www.caut.ca. ■

Traduit de l'article «Top Scientist to Lead Off Conference».

# CAUT Deplores Final Expert Panel Report

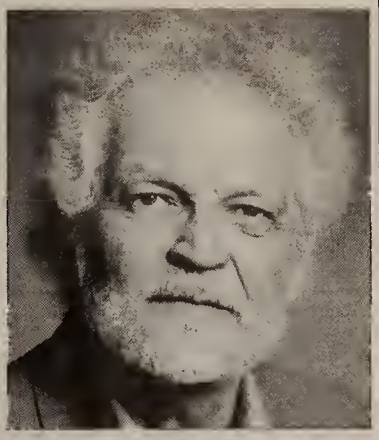
A GOVERNMENT report is recommending that faculty and student researchers be stripped of ownership of any intellectual property they produce and their discoveries and inventions turned over to the private sector.

Commenting on the final report of the Expert Panel on the Commercialization of University Research, CAUT president Bill Graham maintained that despite some minor cosmetic changes and the promise of more research funding, the document contains the same basic flaws as an earlier draft.

"It employs questionable data and selective anecdotal evidence to buttress claims that universities need to focus primarily on research that can be commercially exploited to turn a quick profit for private firms," Graham said. "If the recommendations of the panel are adopted, they threaten to jeopardize socially and culturally valuable research that may not be profitable, while encouraging research that makes money for the private sector but may be trivial."

Graham noted that research into genetic engineering, for instance, holds out the potential to eradicate diseases such as foot-and-mouth disease in the developing world. However, far greater commercial gains can be made by genetically altering fruits and vegetables so that they have a longer shelf life and more attractive appearance in the supermarkets of the developed world.

"By making the profit motive the number one priority of research," Graham said, "the panel's recommendations would in many cases trivialize university research."



CAUT President Bill Graham finds the Expert Panel Report deeply flawed.

The report, prepared for the Prime Minister's Advisory Council on Science and Technology, further

*See PANEL REPORT Page 6* ☞

## Une aubaine financière : la cession de la recherche au secteur privé

UN rapport du gouvernement recommande que les professeurs et les étudiants chercheurs soient dépouillés des droits de la propriété intellectuelle qu'ils créent et que leurs découvertes soient cédées au secteur privé.

Commentant le rapport final du Groupe d'experts sur la commercialisation des résultats de la recherche universitaire, Bill Graham, président de l'ACPPU, a soutenu que le document contenait essentiellement les mêmes imperfections et la même promesse de financer davantage la recherche que la version préliminaire malgré quelques modifications superficielles.

«Les mêmes données discutables et les mêmes preuves sélectives et non scientifiques sont utilisées pour étayer les prétentions selon lesquelles les universités doivent se concentrer sur la recherche qui peut être exploitée commercialement pour que les sociétés privées génèrent rapidement des profits», a déclaré M. Graham. «Si les recommandations du groupe d'experts sont adoptées, elles risquent à la fois de mettre en péril la recherche qui est socialement et culturellement valable bien qu'elle ne soit peut-être pas rentable et d'encourager celle avec laquelle le secteur privé fait des profits bien qu'elle soit peut-être banale.»

M. Graham a donné l'exemple de la recherche en génie génétique qui a le potentiel d'éradiquer des maladies telle la fièvre aphteuse dans les pays en développement. Toutefois, on peut faire des gains commerciaux plus élevés en modifiant génétiquement les fruits et les légumes pour prolonger leur durée de conservation et leur donner une meilleure apparence sur les étalages des supermarchés du monde industrialisé.

«En recommandant que la principale priorité de la recherche soit le profit commercial, le groupe d'experts banalise la recherche universitaire», a poursuivi M. Graham.

Rédigé pour le Conseil consultatif des sciences et de la technologie du premier ministre, le rapport recommande en outre que les universités offrent davantage de mesures incitant les professeurs, le personnel et les étudiants à s'engager dans des recherches

*Voir RECHERCHE à la page 8* ☞

## Top Scientist to Lead Off Conference

PROFESSOR Ursula Franklin, one of Canada's most distinguished scientists, will be the keynote speaker at the opening of CAUT's conference, "Universities and Colleges in the Public Interest: Stopping the Commercial Takeover of Post-Secondary Education."

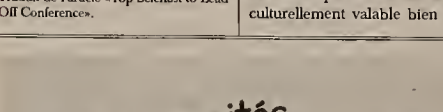
The focus of the conference, to be held at the Crowne Plaza Hotel in Ottawa from Oct. 29-31, 1999, will be on the threat to Canada's universities and colleges posed by the growing influence of private commercial interests. Conference panels and workshops will examine a number of topics: greater dependency on corporate funding, market-oriented management practices, skyrocketing tuition fees, adoption of private sector governance models, and research funding tied to restrictive corporate partnerships.

Throughout the conference, participants will discuss what can be done to assure accessibility, autonomy and academic freedom — essential elements if our universities and colleges are to maintain their extraordinary tradition of free intellectual inquiry and their contribution to Canada's cultural, economic and social life.

Other invited speakers include Nobel Laureate John Polanyi, Nancy Olivieri, David Noble, Janice Newson and Michelle Brill-Edwards.

For further information, contact Nancy Gordon, Conference Coordinator, CAUT, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2; tel: (613) 820-2270; fax (613) 820-7244 or visit CAUT's web site at www. caut.ca. ■

Professor Ursula Franklin

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## ERRATUM

In the May issue of the *Bulletin*, the university affiliation for Jeanette Lynes (chair of CAUT's Status of Women Committee) should have appeared as St. Francis Xavier.



# Conference Examines Academic Freedom in Medical Schools

THE conference "Academic Values in the Transformation of American Medicine," sponsored by the American Association of University Professors (AAUP) and held last month in Boston, raised a host of problems affecting medicine practiced in universities and teaching hospitals. A panel discussion on "Corporate Funding and the Implications for Medical Research" was presented by Dr. Nancy Olivieri and CAUT president Bill Graham. The vast majority of the speakers denounced managed care in the United States, arguing that the advance of managed care (both the for-profit and the not-for-profit varieties) was in large measure responsible for driving academic medical centers into financial crises, mergers and bankruptcies. A number of academic medical centers have been sold to private operators and to nonprofit medical chains. Another factor was the effects of the federal Balanced Budget Act of 1997.

In 1965, for example, 54 per cent of the budgets of academic medical centers came from federal funding. By 1997 that had fallen to 20.3 per cent. In 1965, 34.8 per cent of revenues came from federal research grants and contracts. By 1997 that had fallen to 18 per cent.

Private practice physicians are being driven into managed care operations in ever larger numbers. Managed care, it was said, has been a disaster for medicine in the U.S. because it victimizes the poor, the chronically ill, and the elderly. Health management organizations make their money and cut costs by dumping the sick, the elderly and the poor, and retaining the healthy clients.

All but two of the managed care chains abjure teaching and research as a waste of resources. In spite of this, and because of the cutbacks in federal funding, academic medical centers have been making accommodations with managed care by importing HMOs into the hospitals themselves to operate the "practice plans." Hospital ownership is becoming a huge risk for universities, but if they give up ownership they also give up control of the medical curriculum and guarantees of scientific integrity.

Dr. Leon Eisenberg, professor of psychiatry at Harvard Medical School, and conference program chair, said that the U.S. health system is totally commodified. Health centers are shedding their "loss-making" clients (i.e., patients), physicians have lost control of their own working conditions, and doctor-administrators are becoming corporate managers and CEOs; there is a tendency to appoint accountants rather than physicians as hospital presidents.

A warning should go out to all and sundry, Dr. Eisenberg said, that "managed care is dangerous to your health!" Patients must be able to trust their doctors and doctors must be able to work in conditions which support scientific integrity.

"If I am paranoid, I am paranoid from experience ... Trust in physicians has been eroded." He quoted from Book IV of Plato's Laws to explain the difference between 'slave doctors' (i.e., commodified doctors) and 'free doctors.' He criticized Milton Friedman for placing market forces and fiscal efficiency above the social benefit of medicine: "if you trust everything to the wisdom of the market you might as well let anyone do brain surgery."

And he called on academic medical staff to take personal responsibility for their institutions. "Faculty must demand participation in the decision-making processes," and must "educate young doctors about what is happening." Finally, Dr. Eisenberg called for a government all-payer system of medicare as the only way to go.

In a panel discussion on "Collective Bargaining in Medical Centers" medical faculty were urged to reexamine their traditional aversion to collective bargaining and unionization. Confronted as they are now by term appointments, job insecurity, loss of professional autonomy, re-engineering and downsizing, absence of due process in disputes, the concentration of administrative power, and a growing culture of deference to power, medical faculty must devise plans for collective action and responsibility including collective bargaining and unionization, and tenure as the only real protection for academic freedom and scientific integrity.

The conference concluded with the adoption of a policy statement on "Academic Freedom in the Medical School." Main tenets of the policy are informed by such cases as those of Nancy Olivieri and David Kern (see article next page). The policy statement asserts, in part: "The modern medical school has the attributes of a complex, money driven health care system with professors often acting as entrepreneurs in research and in patient care. It is marked by conflicting roles and responsibilities, both academic and non-academic, for faculty members and administrators alike. The intense competition for private or governmental funding can affect the choice of research subjects, and in some instances, scientists in academic medicine are finding it difficult to secure funding for unorthodox research or research on matters that are politically sensitive ... The freedom to pursue research and the correlative right to transmit the fruits of inquiry to the wider community — without limitations from corporate or political interests and without prior restraint or fear of subsequent punishment — are essential to the advancement of knowledge. Accordingly, principles of academic freedom allow professors to publish research findings that may offend the commercial sponsors of the research, potential donors, or political interests, or people with certain religious or social persuasions ..." ■

The full text of the policy statement will now go to the AAUP General Meeting scheduled for later this month.

# Promotion Foul Play at UCCB

FACULTY at the University College of Cape Breton are vowing to take two outstanding grievances to the bargaining table after the administration unexpectedly withdrew agreement for an arbitration to decide the merits of a tenure appeal.

"How can UCCB be considered the international leader in post-secondary education it claims to be when it persists in the refusal to have these cases heard on the merits?" asked Michael Manson, president of the local faculty association.

The cases in dispute involve tenure and promotion for two professors. Manson said an internal university committee unanimously recommended both the tenure and promotion, but the decisions were unilaterally vetoed without explanation by university president Jacquelyn Scott.

When initial attempts to reach a settlement on the cases failed, the administration and faculty association agreed to an arbitration proceeding. Then, just days before hearings on the tenure appeal were to begin, the administration advised the faculty association it would not agree to the arbitrator ruling on the merits of the case.

"We have no legal way to force the university to hear these cases because we have only a letter of understanding with the administration," explained Manson. "Because there is no collective agreement in place yet to cover matters such as promotion and tenure, our ability to appeal decisions depends entirely upon the administration's willingness to act in a fair and just manner. In these two cases, the administration has chosen to ignore fairness and justice."

Contract talks for a first collective agreement between UCCB and its faculty are currently underway.

"The right to appeal denials of tenure and promotion and to have one's case heard on its merits is the norm across Canada," Manson added.

"It is shocking that UCCB chooses to set itself apart from all other universities in Canada by refusing to allow faculty to appeal presidential decisions to deny tenure and promotion and to have their cases heard on their merits.

"The faculty association intends to obtain justice at the bargaining table." ■

# Arbitrator's Ruling Finds Discrimination in Parental Leave Case

RECENTLY, an Ontario decision found that treating biological and adoptive parents differently is discriminatory and in contravention of the Ontario Human Rights Code. The decision serves notice to both employers and unions to carefully review their collective agreement parental leave provisions.

Arbitrator George Adams, Q.C. in a decision rendered May 13, 1999, held that the administration of the University of Ottawa was in violation of the provincial human rights code when it denied biological fathers parental leave benefits available to mothers and adoptive parents.

Adams had been asked to adjudicate a grievance between the University of Ottawa and the Association of Professors of the University of Ottawa relating to the parental leave provisions in the collective agreement which provide for a top up to employment insurance benefits to 95 per cent of salary for employees for up to 10 weeks.

The dispute was over the employer top-up to that portion of the entitlement under Section 23 of the Employment Insurance Act, known as the parental or child care leave benefit. This benefit is available for the care of a newborn child or a newly adopted child. The leave may be taken by either parent, split by the parents or taken in conjunction with or in addition to the portion of the benefit available only to mothers.

For parents of either sex absent from employment to care for a newborn or newly adopted child, the Act allows for a total of 18 weeks of leave – an initial two week waiting period, 10 weeks of benefit (maximum $413 per week) and an additional six weeks leave without pay. This is in addition to the leave and benefit granted only to women pregnant or recovering from childbirth.

The grievance arose from an application for parental leave filed in July 1997 by a male faculty member, in anticipation of the birth of his son. The mother of the child owns her own company and was thus not eligible to receive EI benefits of any kind. She nonetheless took a leave of absence for 10 weeks to recover after the birth. During this period the couple decided the father would take parental leave to care for their son, when the mother went back to work.

The father applied for 12 weeks leave to begin in early January 1998 and was told by his dean that as the biological father he could only take leave without pay, although he was eligible for EI benefits to a weekly maximum of $413 during that time.

On the other hand, adoptive fathers or mothers were entitled to the top up to employment insurance parental benefits – 95 per cent of salary for 10 weeks.

The parental or child care leave benefit was introduced by Parliament subsequent to a previous discrimination ruling (*Schacter v. Canada*, 52 D.L.R. 1988; also CHR vol. 9, D/5320; upheld in 66 D.L.R. 1990 by the federal Court of Appeal) which ruled that the there-to-fore UIC provision discriminated against fathers absent from work to share in the care of newborn children.

Subsequent to the change in legislation, many employers made the corresponding changes to their own policies.

Neighbouring Carleton University provides supplementary benefits to any employee receiving benefit under the EI Act for the full period during which they are entitled to EI benefits, including the waiting period.

The University of Ottawa made no changes pursuant to either the *Schacter* decision or the federal change in legislation. The university argued instead there is no discrimination in providing parental leave top-up benefits only to mothers and to adoptive parents of either sex, but not to biological fathers.

This is the first case to come before either the courts or an arbitrator examining the rights of fathers to parental leaves and benefits since the *Schacter* decision in 1988 which contributed to the change in federal EI (UI) legislation at that time. Given recent interest in policies on work and family and given also continued concern over the manner in which persistent career barriers to mothers are exacerbated by stereotypical attitudes towards fathers, this case is expected to be of broad social interest. The harm to the grievor's family in this case would have been that the mother would have been forced to assume sole care of their child and thus suffered considerable career disadvantage as a result.

Although the question asked of the arbitrator specifically referred to discrimination between biological and adoptive fathers on the prohibited grounds of family status, the arbitrator found there to be discrimination on grounds of both family status and sex between biological fathers, adoptive parents of either sex and biological mothers.

According to the wishes of the parties, remedy is left in their hands. The arbitrator remains seized of the case should the parties fail to find a mutually acceptable remedy. ■

# Brown University Protects Company, Fires Researcher

DELEGATES at the "Academic Values in the Transformation of American Medicine" conference sponsored by the American Association of University Professors last month in Boston grappled with the latest developments in the scandal at Brown University and the case of David Kern. Like the Nancy Olivieri case closer to home, Kern is an American casualty in the fight for research integrity.

Dr. Kern is currently director of the program in occupational medicine at Brown University, and founding. director of the occupational and environmental health service at Memorial Hospital of Rhode Island, which is affiliated with the university. His trouble began in 1994 when a textile worker with a curious lung ailment was referred to him by a private practitioner. Kern received permission from the textile company, Microfibres, Inc., for a work site visit and was asked to sign an "Agreement of Secrecy and Confidentiality" which prevented him and his associates from disclosing "trade secrets" and "such secret process steps and the methods and apparatus with which tbey are performed, the materials used and the products produced."

More than a year later another Microfibres worker was referred to him. The company asked for his assistance and Kern in turn asked for the cooperation of all parties – management, workers and the union. Throughout 1996 eight cases of the previously unknown lung disease were discovered in the study led by Kern. His team interviewed 165 current and former workers, performed X-rays, lung function tests, and biopsies of lung tissue on the road to discovery of the new disease, "flock worker's lung."

When Kern provided Microfibres with a draft of a report describing the clinical dimensions of the outbreak whicb he was planning to present at a conference of the American Thoracic Society the company threatened legal action. Kern offered to withhold publication and delete certain material if the company would fully cooperate in the collaborative investigation. When the company refused, Kern terminated the consultative relationship.

Memorial Hospital, Kern's employer, then demanded he not submit his findings to the medical conference on the grounds that he had offended the company, and furthermore signed a confidentiality agreement. In response, Kern stated that "the company's secrecy agreement had little if any relevance to the current situation and that, moreover, it sbould not be allowed to deter us from our professional responsibilities." He also noted that Microfibres, Inc. was a donor to the bospital and that several members of the company owner's family serve as members of the Memorial Hospital Corporation.

When Kern appealed to his dean at the medical school, a committee of inquiry was convened. Although the committee found that Kern's academic freedom had indeed been violated, it concluded the company's motive was merely "to avoid bad publicity and to protect its economic position." The university stated it had to take a "risk-averse stance" in all such matters.

On May 21, 1997, Kern presented his findings to the American Thoracic Society. In its proceedings the society stated that: "Barriers to the open communication of scientific information must be resisted. In particular, the threat of litigation and/or elimination of financial support to prevent the open communication of scientific information is abhorrent." One week later Kern received letters from Memorial Hospital President Frank Dietz and Brown University President Vartan Gregorian informing him that his five-year contract of employment would not be renewed when it expired on June 30, 1999.

"The tragic case of Dr. Kern is similar in many ways to the well-known case of Dr. Nancy Olivieri," CAUT President Bill Graham told a press conference and information meeting held during the AAUP conference."In each case both the hospital and the university in question failed to support their faculty member in the face of threats and pressures from a private corporation."

Many groups and individuals, including Canadian Nobel Laureate John Polanyi, have written to the new president of Brown University, Gordon Gee, asking him to reverse the termination of Kern's contract.

President Gee has responded that although he does not see a "productive way in which the case can be reopened," he added that "Brown University's commitment to academic freedom, including the right to publish results of research and other scholarly work, is absolute and unwavering."

Graham disagrees: "A university whicb spouts the principle of academic freedom but fails to act in defense of academic freedom has lost its soul, has lost its right and privilege to call itself a university, and brings shame upon itself.

"Academic freedom has no borders. Academics and physicians in Canada should write to President Gee and urge him to choose truth to wordsmithing, and the defense of academic freedom and open dissemination of knowledge to the bureaucratically 'safe' policy of risk-aversion." ■

Write to: Box 1860, Brown University, Providence, Rhode Island 02912-1860.


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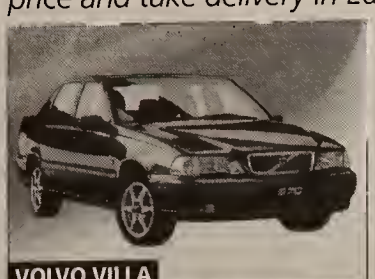

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# Growing Commercial Pressures Endanger Academic Freedom & University Autonomy

*By NEIL TUDIVER*

A REPORT prepared recently by a committee of the Prime Minister's Advisory Council on Science and Technology is urging the federal government to make universities far more commercial. The recommendations pose serious threats to university autonomy and academic freedom. The Council's Expert Panel on the Commercialization of University Research, which tabled the report on May 4, 1999, suggests a plan that could eventually make the campus an extension of industry.

Threats of commercialization have been identified before. In 1951 the Massey Royal Commission on the Arts, Letters and Sciences warned that commercial influences endangered the intellectual and moral purpose of the university. More public money was needed to strengthen university independence. Ottawa responded with $7 million in new direct grants to universities. The grants gradually increased to $99 million in 1965-66, and reached $628 million in 1970.

This kind of support did not last long. By the next decade, Ottawa had scaled back university funding, even though enrolment kept growing. While universities struggled to balance their books, the federal government embarked on plans to place them in partnership with industry.

The Science Council of Canada urged universities to transfer knowledge and findings to corporations. NSERC intensified its support for university-industry cooperative research and development. Granting programs in the Department of Industry, Trade and Commerce required university researchers to benefit business with new products, expanded markets and procedures for more efficient production. The first 15 Networks of Centres of Excellence funded in 1989-90 for $240 million involved 32 universities with 168 corporate partners.

The committee's report contends that the steps taken so far are not nearly enough. The panel wants a national policy on commercialization of universities.

Universities are being driven to commercialize to make up for Canada's relatively low rates of spending on research and development, at 1.56 per cent of GDP in 1997, compared to 2.62 per cent in the United States.

About 90 per cent of the shortfall is because of Canada's much lower rate of research done by industry. Instead of analyzing the reasons for this shortfall, the report suggests that universities should fill the gap by doing research for industry.

The committee's main recommendation is for universities to adopt "innovation" as a fourth mission, along with their current mandates in teaching, research and service. This innocuous wording sets out a chilling prospect, since the committee defines innovation in very narrow terms, as "the process of bringing new goods and services to the market, or the result of that process."

For universities to become so commercialized, the committee recommends a national Intellectual Property (IP) policy fashioned after the 1980 Bayh-Dole Act in the United States. The proposed Canadian version would require universities to hold the rights to commercialize all IP that results from federally funded research. This might be manageable if there were no further constraints, either on sharing the IP with academics who produced it, or on distributing it more widely to the public.

The committee has a more narrow view of the matter. It expects universities to make their best efforts to commercialize the IP, by either doing it themselves or assigning it to industrial partners. Universities are also expected to provide incentives for faculty to create intellectual property. This would include making commercialization a factor in tenure and promotion policies. Ottawa would monitor their progress by requiring universities to file annual performance reports on commercialization strategies.

The committee wants every campus to have a substantial commercialization infrastructure, with experts to motivate and monitor faculty performance. Even though most large universities already have such offices, with as many as 25 FTE staff at the University of Alberta and 15 at the University of British Columbia, the committee finds most of them short of resources and expertise. It wants to set aside 5 per cent of all federal research grants to cover the costs of commercialization infrastructures. This amounts to $50 million a year that could otherwise be spent directly on research. Instead, it would support a massive system of campus offices for academic commercialization.

Conservative bias is also evident in the committee's proposal to reduce taxes for people with the highest personal incomes. No clear reason is offered for how this would produce higher quality or greater quantity of research. One can only assume that commercialization is expected to produce more millionaires who should not be burdened with high income taxes. The proposal would more closely harmonize taxation rates between Canada and the United States – which may be one of the committee's unstated objectives.

Another proposal along these lines is for a federal Registered Share Ownership Plan, with a lifetime tax exemption of $2 million per person for gains made from employee stock options. This is a remarkable gift for senior executives who receive much of their compensation in stock options.

As a package, these proposals would make university research policies to a greater extent similar to those in the United States. They follow a pattern of harmonization that began with the Canada-U.S. Free Trade Agreement and continued with NAFTA. Canadian policies have already moved a considerable distance towards U.S. models. We now have much lower benefits and tighter regulations in income security and employment insurance. Health care services are being privatized. Unless there is enough opposition, universities will be the next victims of privatization.

Until now privatization in Canada has concentrated on turning over crown corporations, programs and services to for-profit businesses. Commercializing intellectual property introduces a new dimension that has more far-reaching consequences. It involves privatizing knowledge that would otherwise be freely available. Experiences in the U.S. suggest what we can expect if Canada adopts legislation similar to the Bayh-Dole Act.

Corporate funding limits academics' ability to publicly comment on events within their area of expertise. Last June Peter Desbarats wrote in the *Globe and Mail* about how he restrained from commenting on Rogers Communications' takeover of Maclean Hunter in 1995 while he was dean of journalism at the University of Western Ontario. This was because Rogers had endowed a $1 million chair of information studies at his faculty.

Lawrence Soley, author of *Leasing the Ivory Tower: The Corporate Takeover of Academia*, argues that potential conflicts of interest are not always treated so carefully. In his article, "Phi Beta Capitalism," Soley describes cases where academics deliver favourable comments on practices of industries from which they receive financial support.

Links to the supporting industries are not always transparent. A study published in the October 1996 issue of *Science and Engineering Ethics* examined articles published by Massachusetts university researchers in leading scientific and medical journals. It found that authors with financial involvement in the outcomes of the research did not disclose their interests.

Academics are expected to provide unbiased analysis based on independent research and expertise. Without this autonomy we lose our credibility, and become servants of the people who fund our work.

A growing amount of academic research is already following the interests of corporate sponsors. Money for clinical trials provides a lot of support for university researchers. But the scope of studies sponsored by drug companies can be severely limited, sometimes to just comparing one brand against another. Results may also be biased.

Barbara Mintzes in her book, *Blurring the Boundaries: New Trends in Drug Promotion* describes recent studies suggesting that research done by recipients of corporate money tends to inordinately favour their sponsors. A 1994 review published in the *Archives of Internal Medicine* examined 56 industry-sponsored studies of non-steroidal anti-inflammatory drugs to treat osteoarthritis that were published between 1987 and 1990. In every case the sponsor's drug was found to be either equally or more effective than the comparison drug.

Corporate control over research findings is another big problem. Industrial sponsors often require the right to delete information, or delay or even withhold publication. In one well-publicized case Betty Dong, at the University of California, San Francisco, was forbidden in 1995 by Knoll Pharmaceuticals Co. from publishing the results of a study it had financed. Dong had found that Synthroid, a hypothyroid drug made by Knoll, was equivalent to competing generic drugs. Switching to the cheaper drugs could reduce health care costs by $356 million. Knoll finally allowed Ms. Dong to publish the article in the *Journal of the American Medical Association* in 1997 after the case was widely publicized. Ms Dong had made the mistake of signing a contract that required the company's approval over any publication.

Universities in the forefront of commercialization offer elaborate schemes to induce the faculty to work for business. MIT's Industrial Liaison Program serves hundreds of corporate members that pay annual fees in the tens of thousands of dollars. Faculty earn points for serving ILP members. In 1997 they received one point for each unpublished article that was given to an ILP member, two points for a phone conversation or brief campus meeting, and 12 points for visiting a company's headquarters or laboratory. Each point was worth about $35 that could be exchanged for prizes such as office furniture, computer equipment or travel to professional conferences.

Commercialization requires immense effort to seek out opportunities and find faculty willing to gear their work to the market. Negotiating contracts with industrial partners is even more time-consuming. Research can be delayed for years while university and corporate lawyers work to protect the interests of their clients. Why engage in these efforts that divert our energies away from teaching and research?

This proposal to the Prime Minister's Advisory Council on Science and Technology would move universities one step closer to becoming a branch of industry. It should be rejected. ■

*(Neil Tudiver teaches in the faculty of social work at the University of Manitoba.)*

**As a package, these proposals would make university research policies to a greater extent similar to those in the United States. They follow a pattern of harmonization that began with the Canada-U.S. Free Trade Agreement and continued with NAFTA. Canadian policies have already moved a considerable distance towards U.S. models. We now have much lower benefits and tighter regulations in income security and employment insurance. Health care services are being privatized. Unless there is enough opposition, universities will be the next victims.**

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

CAUT welcomes articles to a maximum of 1,500 words on contemporary issues directly related to post-secondary education. Publication is solely at the discretion of CAUT. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Articles may be in English or French but will not be translated.

L'ACPPU accepte les articles de 1 500 mots au plus portant sur des questions contemporaines directement reliées à l'enseignement postsecondaire. Les articles sont publiés à la seule discrétion de l'ACPPU. Les articles ne devront pas traiter de griefs personnels ni de questions purement locales. Ils ne devront pas être diffamatoires, ne devront pas injurier des personnes ou des groupes et ne devront pas porter d'accusations non prouvées. Les articles peuvent être rédigés en français ou en anglais mais ne seront pas traduits.

# Australian Budget a Cruel Blow to Profs

THE Australian government tabled what it claimed was an "education budget" in May, but it was quickly given a failing grade by university teachers.

Carolyn Allport, president of Australia's National Tertiary Education Union which represents 25,000 university academic staff, said the federal budget was a cruel blow to those working in post-secondary education, and offered no relief to hard-pressed students.

"The Australian university system has suffered its fourth consecutive year of funding cuts," said Allport.

"If the Prime Minister were serious about education, he'd be doing something about the real problems confronting our universities: falling levels of government funding, increased costs to students, and the urgent need to provide proper funding for staff resources."

The conservative administration of John Howard has slashed spending on universities and in 1998 removed the former Labour government's prohibition on charging full tuition fees to Australian undergraduates.

The number of Australian students now paying the full cost of tuition more than doubled this year.

"Prime Minister Howard's 'education bonanza' is only for those who can pay their own way. His government has done nothing to encourage those who, for reasons of social and economic disadvantage, find it difficult to study at university," added Allport. ■

# Academic Staff in the UK Take Action to Restore Salary Levels

THE one-day strike by university staff to improve pay levels in the UK last month is only the beginning warns the nation's Association of University Teachers.

The militant action is part of a national campaign to persuade university employers to restore salary levels for higher education staff.

The AUT says their members have had lower salary increases than all other public sector groups throughout the 1990s. Over the last two decades, while average earnings have risen by 40% over and above inflation increases, the salaries of academic staff increased by a meagre 3.1%.

In early February AUT put in a claim for a 10% salary increase as the first step to closing the huge pay gap. In mid-April the Universities and Colleges Employers Association tendered a final offer of 3.5%.

"What we are asking for is fairness not favours,"said AUT general secretary David Triesman. "We know the universities could afford more than a 3.5% increase. Now is the opportunity to make staff a priority.

"Recent pay awards have been less than the teachers, doctors and dentists have received through their pay review bodies. For staff this has become seriously disheartening and is leading to problems of morale and some retention difficulties."

The AUT says staff are also angry over the casualisation of almost 50% of staff and the systemic institutional pay discrimination against women. "The scandal of pay differences in higher education for men and women must be remedied, and the system must rid itself of the stigma of the current proliferation of short-term contracts," Triesman said.

Unless changes are achieved by negotiation which are worthy of being put to members, the programme of industrial action in the ensuing months will escalate. Included in the action plan are examination sanctions in June, steps for work cessations, boycotts, disruption in student admissions in August, and further strike action in the early part of the next academic year. The action plan has been endorsed by the National Union of Students.

"Academic staff feel forced to take action. Employers should be under no illusion. A ground swell of action will build in a united way across higher education if the dispute continues into the autumn," warns Triesman. "We're fighting for the future of higher education – tomorrow's students as well as today's."

CAUT has sent a letter to AUT expressing solidarity and support for AUT's strike and other actions. "We applaud your determination to win justice and fairness for your members," said CAUT executive director Jim Turk. ■

Letters of support can be sent to hq@aut.org.uk. The latest pay campaign news and information can be viewed at www.aut.org.uk.

# AUS Opposes NZ's Research Plans

NEW Zealand's Association of University Staff (AUS) is accusing the new Minister for Tertiary Education, Max Bradford, of having a one-dimensional view of post-secondary education.

In recent public statements, Mr. Bradford argued that universities need to develop stronger service links with the private sector.

"The Minister fails to realize that education and research do not simply exist to service industry and enterprise," said AUS president Jane Kelsey. "Healthy, forward-looking economies require vibrant societies and a strong, challenging, intellectual environment. That requires a broad-based education system which values such non-economic disciplines as history, politics, language and literature, music and pure science."

AUS strongly objected to the Minister's suggestion that university research funding be more specifically directed toward commercial interests.

"The government is tightening its grip on what research is done, and by whom," Kelsey warned. "Research which does not meet the government's economic priorities, and especially any that is critical, seems likely to be cut, if it is funded at all." ■

# L'ère des compressions est loin d'être finie

LES compressions budgétaires et les dépenses accrues au titre de la santé et de l'éducation sont des thèmes communs aux budgets que les ministres provinciaux des Finances ont déposés ce printemps. Cependant, les optimistes qui croient que l'ère des compressions est terminée devraient réfléchir un peu plus.

Voilà les conclusions auxquelles est arrivée l'agence de prévision économique Infometrica. Son évaluation annuelle des budgets provinciaux rendue publique en mai, indiquent que la hausse des dépenses provinciales, dans la plupart des cas, est beaucoup plus modeste que ne le laissent entendre les manipulateurs politiques.

Après avoir comparé les dépenses réelles par habitant dans chaque province, Infometrica, dans son analyse, révèle que les dépenses de programmes totales cette année seront inférieures au niveau de 1992 pour sept provinces. Les seules exceptions sont Terre-Neuve, le Manitoba et la Saskatchewan.

Puisque l'aide sociale, les transferts aux municipalités, les programmes environnementaux et l'entretien des autoroutes ont subi de fortes réductions, Infometrica en conclut que d'autres compressions dans ces secteurs augmenteraient sérieusement les coûts sociaux et économiques. ■

# Days of Fiscal Restraint Not Over by a Long Shot

*Economic forecast reveals program spending this year will remain below 1992 levels in almost every province.*

TAX cuts and increased spending for health and education were the common themes echoed by provincial finance ministers in budgets tabled this spring. But those who think the days of fiscal restraint are over should think again.

That's the conclusion reached by the economic forecasting firm Informetrica. In its annual assessment of provincial budgets released in May, economist Carl Sonnen warns that in most cases provincial spending increases are far more modest than political spin would suggest.

Comparing real per capita spending in each province, Informetrica's analysis reveals that total program spending this year will remain below 1992 levels in seven provinces. Only Newfoundland, Manitoba and Saskatchewan are the exceptions.

Generally, all provinces enacted similar levels of cuts in program spending, with the exception of Alberta. Total program spending in that province, measured on a constant per capita basis, will be 25 per cent lower this year than in 1992.

At first glance, the major exception to the trends in reduced funding appears to be health care as per capita spending has risen above 1992 levels in all provinces except Prince Edward Island and Alberta. However, from a patient's perspective the quality of care received still may be deteriorating.

"As a rule, real per capita spending on health care has been cut least severely," notes Sonnen. "However, this may be misleading since demographic data suggest that patient populations are increasing about one half a per cent faster than the general population."

Across the provinces, education has generally suffered more cuts than health care, with the most severe reductions enacted in New Brunswick.

"Generally, enrolments appear to have grown approximately in line with population," says Sonnen. "Adjusting for this, the cuts from a pupil's and a patient's point of view have probably been similar."

Social assistance, transfers to municipalities, environmental programs, and highway maintenance have been cut most deeply, leading Informetrica to conclude that any more reductions in these areas would result in serious social and economic costs. ■

## REAL PROGRAM SPENDING PER CAPITA

| | Total | | | Education | | | Health | | |
|---|---|---|---|---|---|---|---|---|---|
| | 1997/98 | 1998/99 | 1999/00 | 1997/98 | 1998/99 | 1999/00 | 1997/98 | 1998/99 | 1999/00 |
| NF | 1.04 | 1.00 | 1.03 | 0.87 | 0.92 | 0.90 | 1.06 | 1.19 | 1.25 |
| PE | 0.91 | 0.97 | 0.93 | 0.86 | 0.87 | 0.90 | 0.95 | 0.93 | 0.98 |
| NS | 0.93 | – | – | 0.86 | – | – | 1.02 | – | – |
| N8 | 0.94 | 0.96 | 0.97 | 0.83 | 0.77 | 0.80 | 0.98 | 0.99 | 1.02 |
| QC | 0.93 | 0.98 | 0.95 | 0.93 | 0.93 | – | 0.93 | 1.03 | – |
| ON | 0.87 | 0.89 | 0.88 | 0.83 | 0.97 | 1.01 | 0.96 | 1.00 | 1.02 |
| M8 | 0.92 | 0.95 | 1.01 | 0.94 | 1.03 | 1.07 | 0.92 | 0.98 | 1.07 |
| SK | 0.93 | 1.04 | 1.03 | 0.93 | 1.01 | 1.02 | 0.98 | 1.04 | 1.11 |
| A8 | 0.71 | 0.75 | 0.75 | 0.84 | 0.87 | 0.89 | 0.85 | 0.89 | 0.93 |
| BC | 0.90 | 0.91 | 0.90 | 0.94 | 0.96 | 0.97 | 0.95 | 0.99 | 1.02 |

*INDEX: 1992-93 = 1.00* *SOURCE: Informetrica*

# The UN's Culture of Peace

ONE of the thematic debates held at the UNESCO World Conference on Higher Education in Paris in October 1998, was 'Promoting a Culture of Peace.'

UNESCO was founded in the aftermath of the second World War, and the preamble to its constitution states that "peace based exclusively upon the political and economic arrangements of governments would not be a peace which could secure the unanimous, lasting and sincere support of the peoples of the world, and that the peace must therefore be founded, if it is not to fail, upon the intellectual and moral solidarity of mankind."

UNESCO's purpose is to promote peace and security in the world through education, science, culture and communication.

CAUT President Bill Graham, a delegate to the conference, took part in the debate and prepared a CAUT resolution for presentation.

The CAUT resolution is to be understood in the light of recent United Nations and UNESCO history. In 1995 the General Conference of UNESCO declared that "the major challenge at the close of the 20th century is to begin the transition from a culture of war to a culture of peace: a culture of social interaction and sharing, based on the principles of freedom, justice and democracy, tolerance and solidarity, – a culture that rejects violence, endeavors to prevent conflicts by tackling their roots and to solve problems through dialogue and negotiation, – a culture which guarantees everyone the full exercise of all rights and the means to participate fully in the endogenous development of their society."

On November 20, 1997, the U.N. General Assembly proclaimed the year 2000 the International Year for the Culture of Peace. UNESCO then requested those members specially concerned with higher education to help formulate the International Year.

CAUT's resolution, *Towards a Culture of Peace,* was received enthusiastically by the Canadian delegation, by the Council of Ministers of Education, Canada, and by other delegates in Paris. The CAUT resolution states: "Whereas, in spite of progress in diverse scientific and technological areas, human society continues to be ravaged by constant warfare; and, the existence and continuing proliferation of atomic weapons and anti-personnel devices throughout the world pose a serious threat to human and animal kind; and, many of the world's nations profit from the sale of arms and weapons; and, the year 2000 has been designated as the International Year for the Culture of Peace; be it resolved that higher education and teaching personnel, together with their institutions, be called upon seriously to contribute their expertise in the various disciplines, scientific and humanistic, to transforming the present culture of war into a culture of peace."

Graham stated that: "the active participation of university faculty members from the various disciplines is an absolute prerequisite to creating a new paradigm of peace and to transforming a culture of war into a culture of peace. Universities have been involved in sustaining a culture of war and perpetuating their nation's rhetoric for war in many ways, through curricula, teaching, and research in the interests of the military. Peace studies at certain universities grew out of concern that the academic community invested enormous resources and some of its finest talent to the rationales and ways of war. But peace studies have been marginalized in many places and cut back or eliminated in others because of the general view in academe that it is not a mainstream curricular area. What is needed, if we are to transform a culture of war into a culture of peace is for scholars in the various disciplines to transform their own disciplines and their research and teaching agendas."

The Canadian Commission for UNESCO, at the urging of CAUT and others, has begun to look at implementing a plan for the International Year for the Culture of Peace. The tasks for higher education to accomplish are too numerous to catalogue and range from problems of energy production and consumption, renewable water resources, the environment, to the direction of an information society, ethical implications of the global economy and market capitalism, and what is happening to both higher education, health care and welfare.

The Commission's preliminary studies cite the UNESCO Recommendation concerning the Status of Higher Education Teaching Personnel which CAUT played the leading role in developing. The Commission notes: "at the very time higher education bas become critical to the life chances of most people, governments are cutting back public support for it. Post-secondary institutions are adopting more entrepreneurial strategies in this new environment. Most now promote the 'brand recognition' of their names, develop programs with unique selling points for niche markets, enter strategic partnerships with corporations for training and researcb, and market themselves internationally. Inevitably, basic questions arise like 'What is the purpose of higher education in this new environment?'"

The International Year of the Culture of Peace is intimately linked in its thematic content and importance with CAUT's public awareness campaign, including its upcoming October conference Universities & Colleges in the Public Interest: Stopping the Commercial Takeover of Post-Secondary Education. ■

# CAUT Deplores Final Expert Panel Report

*From PAGE 1*

recommends that universities provide greater incentives for faculty, staff and students to engage in research that can be commercially exploited. The report suggests that the prospects of commercial gains arising from research be included in the missions of the federal granting councils and used as a criterion for awarding research grants. As well, the panel urges that researchers whose work shows commercial potential be rewarded in tenure and promotion policies.

"This is a clear infringement on academic freedom and university autonomy," said CAUT executive director Jim Turk. "It would give corporate interests an even greater ability to interfere with university research."

He noted that the panel's recommendations would make the commercial exploitation of research by the private sector a fundamental mission of the university. "Our universities exist to serve the public interest and we must not allow them to be held captive by corporate or any other special interests," he added.

Claiming there is a need to improve the business environment in Canada so private firms can attract and retain the necessary talent and exploit university research discoveries, the report also calls on the government to reduce higher marginal tax rates and extend the $500,000 capital gains exemption to employee share options.

"These recommendations will likely cost the federal treasury hundreds of millions of dollars every year with no evidence of any benefit," warned Graham. "That money could be better spent on badly-needed core university funding."

In response to the report, CAUT has written to Industry Minister John Manley requesting a meeting to discuss its concerns and objections. Insisting the report is so fundamentally flawed, CAUT is also pressing the government to refer the whole matter to a new and more broadly representative body.

"Of the nine members of the expert panel, two are university administrators and six are representatives of business," noted Turk.

As part of its broader campaign to raise public awareness about the threats facing Canada's universities and colleges, CAUT will be hosting a conference in Ottawa on the commercialization of post-secondary education from October 29 to 31, 1999. ■

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Copies of the final report can be found at http://acst-ccst.gc.ca/acst/comm/rpaper/finalreport4.pdf.

# Création d'une université privée à Squamish

UNE université privée est en voie de création à Squamish, une petite ville située à trente kilomètres au nord de Vancouver.

Ce projet est avancé par David Strangway, ex-recteur de l'Université de Colombie-Britannique, qui espère ainsi renforcer et diversifier le tissu social et économique de la ville de même que pallier les aléas de l'industrie forestière.

La société immobilière Amon Lands Ltd, située à Vancouver, a offert un terrain de 405 hectares pour le nouvel établissement universitaire.

En outre, la municipalité semble disposée à modifier le zonage du terrain pour la construction d'habitations et de commerces. La vente de ces parcelles de terrain permettra de construire l'établissement universitaire et de créer un fonds de dotation qui fournira des bourses aux jeunes incapables de payer les frais de scolarité de 25 000 $.

Selon M. Strangway, l'université proposée sera entièrement privée et indépendante du financement public. Il soutient qu'elle ne concurrencera pas les universités publiques du Canada, que son curriculum sera axé sur les arts libéraux et que ses professeurs ne feront pas de recherche.

Ce projet soulève toutefois de nombreuses questions quant à son caractère indépendant car, au bout du compte, l'université de M. Strangway sera indirectement financée par des deniers publics et ne sera donc plus vraiment privée. Nous avons l'exemple de deux universités, respectivement en Grande-Bretagne et en Australie, qui dépendent de plus en plus des crédits publics.

Lors de son assemblée générale tenue en avril, le Conseil de l'ACPPU a adopté une résolution s'opposant à la création d'établissements d'enseignement privés à but lucratif conférant des grades. Le Conseil a par ailleurs exprimé sa profonde inquiétude devant la possibilité que des gouvernements, au Canada, octroient des chartes à ce genre d'établissement. ■


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# Link Severed Between Paper Economy & Real Economy

## Paper Boom

*Jim Stanford, Toronto: James Lorimer & Company Ltd., & Ottawa: The Canadian Centre for Policy Alternatives, 1999; 473 pp; paper $24.95 CA.*

*By DAVID ROBINSON*

EVEN the most cursory reading of the business pages of any mainstream newspaper would give one the impression that Canada's economy is suffering a split personality. In this bifurcated world, the realm of money and finance has enjoyed unprecedented revenues, profits, and, most importantly, political influence. Stock market records have been shattered, bank profits have ballooned, and the sales of mutual funds and derivatives have reached heights unthinkable just a few years ago.

On the other side of the tracks where most Canadians live, however, the 1990s have been a grim decade, unquestionably the worst since the Great Depression. Personal disposable income, adjusted for inflation, has fallen and despite recent gains, unemployment remains stubbornly high.

All of this begs the question: how do we explain the stark contrast between the astounding growth of finance and the anaemic growth in the rest of the economy? After all, traditional economic theory suggests that the financial sector exists simply to grease the machinery of real production and investment. If finance is booming, then why is the rest of the economy going bust?

That's the central question Jim Stanford tackles in *Paper Boom*. Stanford, an economist with the Canadian Auto Workers union, has woven together a lively, comprehensive, and critical account of what really ails our economy. *Paper Boom* tells the story of how the private sector, despite all the concessions it has won in the past two decades, has failed to deliver the goods.

In trying to explain how the boom in finance has not translated into greater prosperity for most Canadians, Stanford concludes the economic link that once joined the 'paper economy' with the 'real economy' has been broken. Despite its enormous political and economic influence, the financial sector's contribution to real economic progress — to real growth, jobs, and investment — is in reality insignificant.

The paper economy employs less than five per cent of the total paid workforce. It makes up just six per cent of GDP. It undertakes almost no real investments in machinery, buildings, factories, homes and infrastructure — investments that concretely improve our material standard of living.

But why has the real economy stagnated? Naturally, conservative economists will say the economy is underperforming because of profligate government spending, burdensome regulations, generous social programs and an unfavourable business climate that is choking off private investment. The best thing governments can do is simply get out of the way — cut spending, slash taxes, deregulate the economy, and balance budgets. Then the invisible hand of the marketplace can get busy creating jobs and prosperity for all.

By almost any standard, Canada has a more deregulated, free wheeling and business-friendly environment than at any other time in recent memory. For the doubters out there, Stanford provides an exhaustive list of probusiness policy changes enacted since the early 1980s: free trade, public sector cutbacks, privatization, monetarism, corporate income tax cuts, and the deregulation of the energy, telecommunications, transportation, and financial services sector. The kicker is that despite these unprecedented concessions to business, the real contribution of the private sector to economic growth in the form of real investment has diminished.

For Stanford, the reason private sector investment continues to flounder isn't because governments are too intrusive or the marketplace is too regulated. Rather, it's the policies promoted by business that have ironically been their undoing. Using econometric models, Stanford 'tests' a number of variables that might explain the slowdown in real investment in jobs and growth. The main culprit? The economic downturn of the 1990s caused by fiscal restraint and high interest rates.

It's here that Stanford begins to tell a now familiar story. Beginning in 1989, Canada embarked on an untried and ultimately disastrous economic experiment. The Bank of Canada announced its intention to eliminate inflation, raising real interest rates to unseen heights and choking off economic growth and job creation. Consequently, Canada fell into a deep recession and hundreds of thousands of working people lost their jobs.

High interest rates also had the perverse effect of pushing governments further into deficits as the cost of servicing public debts jumped sharply. Governments responded to the crisis in public finance by raising taxes and cutting services. Apart from shifting billions of dollars from taxpayers to investors holding government debt, then, high interest rates also sowed the seeds of tax revolt as Canadians were forced to pay more for fewer public services.

But high interest rates also picked the pockets of businesses in the real economy. Almost all companies carry some form of debt to finance their investments. However, as interest rates skyrocket, the cost of carrying that debt or financing new debt rises substantially. The result is that more corporate income is channelled away from possible investments in the real economy toward the paper economy.

So what's the solution? There's no magic elixir, Stanford contends. Electing governments that enact lower interest rates, more expansionary macroeconomic policies, rebuilding our battered public sector, and regulating finance is a good start. But unlike many other critics of the prevailing economic orthodoxy, Stanford doesn't end his analysis here. He recognizes that any attempt to undo the neo-conservative policy agenda at the ballot box would offend many powerful vested interests. And those who control wealth would most certainly back up their opposition with threats of investment strikes and capital flight.

If Canadians are determined to really win back what has been lost over the past two decades, Stanford contends, then they have to be prepared to step up to the plate and take a swing at creating and investing real capital for themselves. That is, investment must be "socialized."

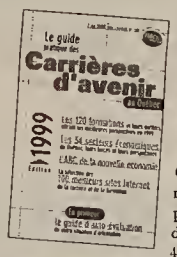
How would it work? Stanford admits that previous attempts in Canada to build public economic institutions, such as Crown corporations, had mixed results. However, he makes it clear that these shortcomings were not because the public sector is inherently inferior to private enterprise. Rather, Crown corporations were often given unrealistic mandates and insufficient resources.

In conjunction with resuscitating Crown corporations and putting public ownership back on the policy agenda table, Stanford also recognizes the need for a strong public presence in providing capital for real investment. Here, he proposes a detailed and viable plan for expanding the mandate of the Bank of Canada to include that of providing public venture investment funds.

*Paper Boom* is likely to become one of the most important and controversial economic texts of our time. Stanford not only takes apart neo-conservative economic policy, but also challenges those on the political left to think more seriously about wealth creation and investment. Agree with him or not, Stanford has succeeded in opening anew an old but vitally important debate over how our economy can be structured for the benefit of all, rather than for the private gain of the few. ■

*(David Robinson is Director of Public Policy & Communications at CAUT.)*

## LIVRES EN BREF

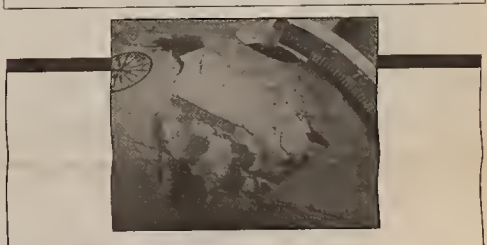



### Guide pratique des carrières d'avenir au Québec

*Montréal, Les éditions Ma Carrière, 1999, 362 p. 12,95 $ CAN. (broché)*

Cet ouvrage de référence répertorie les 120 métiers et professions les plus recherchés aujourd'hui, et dans les années à venir, parmi les 475 principales formations offertes dans les institutions québécoises d'enseignement professionnel, technique et universitaire. Le *Guide pratique des carrières d'avenir du Québec* fait l'analyse des besoins actuels des employeurs, des tendances qui se dessinent et des défis professionnels qui se présenteront aux personnes qui choisiront ces voies d'avenir. Il comprend aussi un compte rendu des perspectives de travail dans les 34 grands secteurs d'emploi du Québec et des grilles d'auto-évaluation en vue de préciser ses choix de formation et de carrière. De plus, le guide regroupe sept grands dossiers : la transcription imagée d'une conférence d'orientation devant une assemblée de jeunes, les 100 meilleurs sites Internet sur l'emploi, la formation et l'orientation, la formation professionnelle sous tous ses angles, l'engagement scolaire vécu comme un tremplin professionnel, les effets de l'émergence de la nouvelle économie, les nouveaux métiers, et les coordonnées utiles.

Le compte rendu ci-dessus est rédigé à partir d'informations fournies par l'éditeur.



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CHANGING THE RULES:
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After more than a decade of deregulation and privatization in Canada, the time is ripe for an examination of the regulatory institutions that were reshaped, rebuilt, or newly created in the process.

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**Edited by G. Bruce Doern and Stephen Wilks • Paper $24.95**
The world of regulatory institutions has been in a state of flux for two decades. Valuable lessons can be learned from a comparative focus on the nature and causes of institutional change and reform in the regulatory agencies and institutions of United States, Canada and Great Britain

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# Cession de la recherche au secteur privé

*Suite de la PAGE 1*

que les entreprises privées peuvent commercialement exploiter. Il suggère d'ailleurs que les possibilités de bénéfices commerciaux découlant de la recherche s'inscrivent dans la mission des conseils subventionnaires et soit un critère d'octroi des subventions de recherches. Le groupe d'experts recommande également que les chercheurs dont les travaux présentent un potentiel commercial soient reconnus dans le cadre des politiques universitaires en matière de titularisation et de promotion.

«Cette recommandation transgresse manifestement la liberté universitaire et l'autonomie des universités», a déclaré Jim Turk, le directeur général de l'ACPPU. «Elle permettra aux intérêts privés de mieux s'ingérer dans la recherche universitaire.»

Il a signalé que les recommandations du groupe d'experts feront de l'exploitation commerciale de la recherche par le secteur privé une mission fondamentale de l'université et des conseils subventionnaires. «Nos universités existent pour servir l'intérêt public et nous devons empêcher qu'elles soient à la merci des sociétés ou d'autres intérêts particuliers», a ajouté M. Turk.

Sous prétexte qu'il est nécessaire d'améliorer le climat des affaires au Canada pour que les sociétés privées recrutent plus facilement le personnel talentueux nécessaire et exploitent les découvertes de la recherche universitaire, le rapport recommande en outre fortement au gouvernement de réduire les taux marginaux d'imposition plus élevés et d'étendre l'exemption de 500 000 $ des gains en capital aux options d'achat d'actions des employés.

«Ces recommandations risquent de coûter au trésor fédéral des centaines de millions de dollars chaque année sans avoir la preuve d'aucune retombée commerciale», a prévenu M. Graham. «Cet argent serait certainement mieux investi dans le financement de base des universités dont elles ont grandement besoin.»

L'ACPPU a répliqué au rapport en écrivant au ministre de l'Industrie, M. John Manley, et lui a sollicité un entretien pour discuter de ses préoccupations et de ses objections. Insistant sur le caractère tellement imparfait du rapport, l'ACPPU a conseillé vivement au gouvernement de soumettre la question à un nouveau comité mieux représentatif.

«Des neuf membres du groupe d'experts, deux sont des administrateurs d'université et six sont des représentants du milieu des affaires», a signalé M. Turk.

Dans le cadre de sa campagne visant à sensibiliser le public sur les menaces auxquelles font face les universités et les collèges du Canada, l'ACPPU tiendra à Ottawa une conférence sur la commercialisation de l'enseignement postsecondaire du 29 au 31 octobre 1999. ■

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Traduit de l'article «CAUT Deplores Final Expert Panel Report».

THE ROYAL MILITARY COLLEGE OF CANADA
COLLÈGE MILITAIRE ROYAL DU CANADA

## Appointment of the New Principal
## Nomination du nouveau recteur

OTTAWA (26 March 1999) — The Honourable Art Eggleton, Minister of National Defence and Chancellor of the Royal Military College of Canada, is pleased to announce that the Board of Governors of the Royal Military College of Canada has approved the appointment of Dr.John Scott Cowan as the new principal of the Royal Military College in Kingston.

Dr. Cowan's appointment follows a recommendation to the Board of Governors by a Search Committee appointed by the Board on 28 July 1998. The committee conducted an extensive search that was national in scope, with a clear mandate to determine the best candidate for the position. The Search Committee consisted of civilian and military personnel, internal and external to the College, and included Brigadier-General Ken C. Hague, the Commandant of the College. Dr Cowan will commence his duties as Principal of the College on 15 July 1999.

Dr. Cowan holds an MSc and PhD in Physiology. He has served in a number of prominent university positions including that of the vice-rector of the University of Ottawa, and as the Senior Advisor on Labour Relations and Human Resource Issues to the Association of Universities and Colleges of Canada. In 1995, he became the Vice-Principal (Operations and Finance) at Queen's University. Dr. Cowan has the breadth of experience required to help the Commandant lead the College into the new millennium.

Dr. Cowan will replace Dr. B. John Plant who has served as the Principal of the Royal Military College with selfless dedication since 1 March 1984. Dr. Plant will take his retirement on 31 May 1999.

OTTAWA (26 mars 1999) — L'honorable Art Eggleton, ministre de la Defense nationale et chancelier du Collège militaire royal du Canada, est heureux d'annoncer que le Conseil des gouverneurs du Collège militaire royal du Canada a confirmé la nomination de M. John Scott Cowan, PhD., à titre de nouveau recteur du Collège militaire royal, à Kingston.

La nomination de M. Cowan fait suite à la recommandation qu'un comité de selection établi par le Conseil des gouverneurs le 28 juillet 1998 a presenté à ce même conseil. Le comité a effectué des recherches poussées à l'échelle nationale pour remplir son mandat, qui consistait à trouver le candidat qui répondait le mieux aux exigences du poste. Le Comité de sélection, composé de militaires et de civils du Collège et d'ailleurs, comprenait le brigadier-général Ken C. Hague, commandant du Collège. M. Cowan assumera ses fonctions de recteur du collège à compter du 15 juillet 1999.

M. Cowan est titulaire d'une M.Sc. et un Ph.D. en physiologie. Il a occupé plusieurs postes importants dans des universitaires, y compris celui de vice-recteur de l'université d'Ottawa, et de conseiller principal (relations de travail et ressources humaines) au sein de l'Association des universités et collèges du Canada. M. Cowan possède la vaste expérience nécessaire pour prêter main-forte au commandant du Collège à l'aube du nouveau millénaire.

M. Cowan remplacera M. B. John Plant qui dirige le College militaire royal avec dévouement depuis le 1er mars 1984. M. Plant prendra sa retraite le 31 mai prochain.

# FQPPU : combattre pour l'avenir

LORS du Congrès de la Fédération québécoise des professeures et professeurs d'universités, tenu à Québec du 5 au 7 mai, un rapport du Comité exécutif donné par M. Roch Denis, président, a abordé la question de l'érosion du statut professoral :

«C'est-à-dire la disparition progressive des postes de professeurs réguliers à temps plein permanents et leur remplacement par l'armée grandissante des "part-timers" de toute sorte et des statuts d'emploi académiques non éligibles à la permanence.»

Cette érosion est exigée par une certaine vision de l'université : une «grande entreprise distributrice de savoirs et de formation professionnelles et techniques, étroitement imbriquée aux besoins du marché et acculturée à ses règles *dynamiques* (...).»

L'atelier sur le document thématique du congrès, *Le lien enseignement-recherche à l'Université*, a dégagé certaines préoccupations quant à la relation de la recherche universitaire avec les entreprises.

Cependant, il en est ressorti un certain nombre de recommandations plus étroitement associées à la problématique enseignement-recherche.

Lors du souper du congrès, on a rendu un hommage émouvant au président sortant, M. Roch Denis, qui s'est dévoué pendant six ans à la tête de la FQPPU.

Le président de l'ACPPU, M. William Graham, en a profité pour saluer chaleureusement M. Denis et pour présenter la conférencière au souper, M^me^ Nancy Olivieri.

Celle-ci a relaté avec humour et éloquence son expérience dramatique à l'Hôpital des enfants malades de Toronto et son conflit avec la compagnie pharmaceutique Apotex Inc. ■

# CAREERS CARRIÈRES

### AGRICULTURAL ECONOMICS/ BUSINESS MANAGEMENT

**UNIVERSITY OF ALBERTA —** The Department of Rural Economy, Faculty of Agriculture, Forestry and Home Economics, University of Alberta has an opening for an Assistant, Associate or Full Professor, Cooperative Chair Program in Agriculture. This is a tenure track or contract position at the assistant, associate, or full professor level, subject to qualifications, interests and experience, starting January 1, 2000 or as mutually agreed. Assistant Professor salary ranges from $42,054 to $59,526. Associate Professor salary ranges from $52,246 to $74,686. Full Professor salaries start at $65,044. The appointee will be expected to: establish a nationally recognized research program, seeking external funding for this; demonstrate a commitment to teaching the economics of markets, marketing, and/or agribusiness management, including group marketing and cooperative business activities. The successful appointee will also be expected to show leadership in interacting with cooperatives, credit unions, and other group marketing institutions. Qualifications: completed PhD in Agricultural Economics, Economics, or Business with a strong background in economic theory, business economics, or management and an interest in pursuing research and teaching in the economics and/or management of cooperatives and other business organizations in agriculture and related areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A letter of application, including a short statement of research and teaching interests, experience, curriculum vitae, and the names of three referees, should be sent by September 30, 1999 to: Michele Veeman, Chair, Department of Rural Economy, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1. For further information about the Department of Rural Economy or the Faculty of Agriculture, Forestry and Home Economics, please visit our websites at: www.re.ualberta.ca or www.afhe.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

### AGRICULTURAL ECONOMICS/ FARM MANAGEMENT

**UNIVERSITY OF MANITOBA —** Applications are invited for a tenure track position which may be filled at the rank of Assistant Professor or continuing appointment as an Instructor II. The incumbent will be expected to teach Faculty of Agricultural and Food Sciences, University of Manitoba, Winnipeg, Manitoba, R3T 2N2, Canada, Phone: (204) 474-9102; Fax: (204) 474-7628; E-mail: Gary_Crow@umanitoba.ca. For information on the Department of Animal Science and the University of Manitoba, visit our web site at www.umanitoba.ca/afs/animal_science.

### ASTRONOMY & ASTROPHYSICS

**UNIVERSITY OF MANITOBA —** As a result of the recent consolidation of physics and astronomy groups into the combined Department of Physics and Astronomy at the University of Manitoba, a new staffing opportunity has become available. The Department invites applications for a full-time, tenure-track Assistant Professor position, from candidates who are eligible to be sponsored for a Natural Sciences and Engineering Research Council (NSERC) University Faculty Award (UFA) (subject to final budgetary approval). The salary range for the position is $41,690 to $63,765. We are looking for an enthusiastic person with: a PhD in an area of astronomy or astrophysics; a strong academic record; exceptional promise for independent research; and a strong commitment to teaching. Because the department has a desire to develop a vigorous astronomy program, the successful applicant will take an active role in the development activities. Duties will include undergraduate teaching, research and service related activities. To be eligible for the NSERC UFA, and therefore our position, you must be: a woman holding a PhD or expecting to have completed all the requirements for such a degree, including thesis defence, by the proposed date of appointment; and a Canadian citizens, or permanent resident of Canada, as of the nomination deadline date. You are not eligible for the NSERC UFA if you: already hold a tenured or tenure-track position in a Canadian university; previously held a tenured or tenure-track position in a Canadian university; or intend to take up a tenured or tenure-track position at any Canadian university prior to the start of the award. Details of the UFA program may be viewed at NSERC's web site: www.nserc.ca/programs/ufufa_e.htm. Upon receipt of the UFA, the tenure-track position in the Department of Physics and Astronomy will commence between April 1 and September 1, 2000. The University of Manitoba encourages applications from all qualified candidates, including members of visible minorities, Aboriginal peoples, and persons with disabilities, and who are Canadian citizens or permanent residents as of the nomination deadline. Complete applications require a curriculum vitae, a statement of research interests, and the names of three referees. Consideration of applications will begin immediately and close on September 1, 1999. Please send applications to: Dr. Gwyn Williams, Head, Department of Physics and Astronomy, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Applications may also be submitted by electronic mail to: gwill@ccumanitoba.ca.

### BIBLIOTHÉCONOMIE

**UNIVERSITÉ DE MONTRÉAL — Faculté des arts et des sciences.** Professeure ou professeur dans la gestion de l'information électronique. L'École de bibliothéconomie et des sciences de l'information, Université de Montréal, C.P. 6128, succursale Centre-ville, Montréal QC, H3C 3J7. Téléphone: 514-343-7400, télécopieur: 514-343-5753. Courriel: gilles.deschatelets@umontreal.ca. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi. (1008)

### BIOCHEMISTRY

**UNIVERSITY OF ALBERTA — The Department of Biochemistry** at the University of Alberta is undergoing a restructuring and invites applications for positions preferably at the Assistant Professor level. The positions are entries into the regular tenure track progression of the university. Successful candidates are expected to secure extramural funding to support high quality research programs. We are particularly interested in applicants studying Mammalian systems. Specific areas of interest include, but are not limited to, immune system function, transformation biology/oncology, signal transduction, regulation of gene expression and membrane receptor systems. See www.biochem.ualberta.ca for existing strengths. We offer an outstanding research environment, including modern animal facilities and a transgenic mouse laboratory. Department members participate in a strong graduate program and have modest undergraduate teaching responsibilities. An attractive start-up package, including three years of initial salary support, will be provided. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Individuals with a PhD or equivalent and appropriate postdoctoral experience should send a letter of application, curriculum vitae, brief description of research plans, and arrange to have three letters of reference sent to: Dr. B.D. Sykes, Acting Chair, Department of Biochemistry, 474 Medical Sciences Bldg., University of Alberta, Edmonton, Alberta, Canada, T6G 2H7. The application deadline is July 31, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

### BIOTECHNOLOGY

**THE UNIVERSITY OF BRITISH COLUMBIA — Biotechnology Laboratory.** Postdoctoral Fellowship. Two Postdoctoral positions with funding for two years are available in the Biotechnology Laboratory at the University of British Columbia. The Biotechnology Laboratory is an interdisciplinary facility established ten years ago at the University of British Columbia by Nobel Laureate Michael Smith. Its mandate is to foster the development of biotechnology through an interactive approach to problems in human, animal, plant and forest biotechnology and in fermentation and process engineering. The research will focus on the inhibition of surface expression of MHC Class I molecules by tumour cells. Applicants for this position should hold a Ph.D. with a background in: a) molecular biology, b) cell biology, c) transgenic technology or d) immunology. Experience with mammalian cell culture and immunological techniques is essential. Applicants should send, no later than July 15, 1999, a curriculum vitae and the names and addresses of three references to: Dr. Wilfred A. Jefferies, Biotechnology Laboratory, The University of British Columbia, 6174 University Blvd., Room 237, Vancouver, BC V6T 1Z3; fax: (604) 822-6780. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents.

**THE UNIVERSITY OF BRITISH COLUMBIA — Biotechnology Laboratory,** Research Associate. A position as a Research Associate is available in the Biotechnology Laboratory at the University of British Columbia. The researcher will participate in projects involving the molecular biology, biochemistry and chemical analysis of terpenoid defenses in conifer trees and terpenoid metabolism in Arabidopsis thaliana. The applicant must have practical experience with mRNA isolation from conifer trees, cDNA and genomic library construction and screening, protein purification, and GC MS analysis. Applications for this position are required to hold a Ph.D. and to have a minimum of 3 years postdoctoral experience. The position is for a period of one year, with the possibility of renewal. Closing date for applications is July 15.

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## BROCK UNIVERSITY

### NSERC Senior Industrial Research Chair in Oenology Faculty of Mathematics & Science

Brock University invites application and nominations for the NSERC Senior Industrial Research Chair in Oenology. This Research Chair is funded by NSERC (National Sciences and Engineering Research Council), the Wine Council of Ontario, the Ontario Grape Growers Marketing Board and Brock University.

Brock University is located in the Niagara Peninsula, the premier grape growing and wine making area of Canada. The University is home to the Cool Climate Oenology and Viticulture Institute (CCOVI), a partnership between the Canadian grape and wine industry and Brock University. CCOVI's mission is to meet the educational and research needs of grape growers and wineries in Canada and other cool climate viticultural areas in the world.

The Oenology Chair will carry out a research program that is focused on providing direct benefits to the Canadian grape and wine industry. The Chair will be an established scientist with an international reputation for excellence in microbiology, biochemistry, molecular biology or related fields. An important qualification is a record of working with the grape and wine industry. Research is the primary duty of the Chair, but the individual will teach one course in some area of oenology. The appointment will be at the Full Professor level, with tenure, based in the departments of Biological Sciences and/or Chemistry.

The Oenology Chair will occupy a state of the art research laboratory complex in Inniskillin Hall. This new laboratory building is the result of a successful capital campaign and funding from the Canadian Foundation for Innovation and the Ontario Research and Development Challenge Fund.

In addition to the oenology research laboratory complex, Inniskillin Hall includes a viticulture research laboratory, a pilot winery, fermentation, biotechnology and analytical chemistry laboratories, two wine tasting and evaluation facilities, many temperature controlled rooms and other research support facilities. A wide array of modern research equipment is available.

The Ontario Wine Library is housed in part of the wine cellar of Inniskillin Hall. These Canadian VQA wines are stored on behalf of the industry for educational and research purposes.

In addition to the Oenology Chair, CCOVI includes the ongoing NSERC Research Chair in Viticulture. The University offers a Bachelor of Science in oenology and viticulture as well as advanced degrees in related areas of Chemistry and the Biological Sciences. CCOVI has established formal relationships with other universities in Canada and abroad, and government and other organizations associated with grape growing and wine making. One partnership involves a teaching/research vineyard with Niagara College.

Nominations and applications should include a curriculum vitae with statement of research interests and the names and addresses of five referees. Consideration of nominations and applications will begin **August 28, 1999**. They should be submitted in confidence to:

**Dr. R. Terrance Boak, Vice-President, Academic**
**Brock University, St. Catharines, ON L2S 3A1**
Phone: (905) 688-5550, Extension 4121
E-Mail: tboak@spartan.ac.brocku.ca

In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply.

## Simon Fraser University

### *Assistant Professor — Political Economy of Communication with an International Focus*

The School of Communication at Simon Fraser University invites applications for a tenure track appointment at the Assistant Professor level in the area of Political Economy of Communication with an International Focus.

Research and teaching interests should include international political economy, globalization of media, information and telecommunications industries, and policy and regulatory issues.

In addition to teaching and supervising student research in the primary areas of interest, the successful candidate will be required to teach qualitative methods, which might include field research, media analysis, discourse analysis, historical analysis, etc.

The School of Communication is an interdisciplinary School in the Faculty of Applied Sciences. The ideal candidate will show evidence of an applied research focus.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All appointments are subject to budgetary authorization.

Applications letters detailing relevant experience and interests must be accompanied by a curriculum vitae, and the names, addresses and telephone numbers of three references, and must be received by the School of Communication Director's office by **August 16, 1999**.

**Brian Lewis, Director**
**School of Communication, Simon Fraser University**
**Burnaby, British Columbia, Canada V5A 1S6**
Telephone: (604) 291-3470; Fax: (604) 291-4024

## PSYCHOLOGY INSTRUCTOR

ONE YEAR TERM APPOINTMENT

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

UNBC opened for full operations in 1994 and currently has more than 3000 students. The core campus is located in Prince George, a city of 75,000 people located in the centre of British Columbia. The region is an outdoor enthusiast's paradise: world-class canoeing and kayaking, skiing, fly-fishing and mountain biking are all located minutes from campus.

The Psychology program currently requires an instructor for a limited term (one year) sessional appointment, commencing, at the latest, September 1, 1999. Applicants must be capable of teaching social psychology and psychology of gender. Preference will be given to candidates who are also able to teach in the following areas: sensation and perception, neuropsychology, health and abnormal psychology.

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers) to: **Dr. Deborah Paff, Vice President Academic, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300.** Inquiries may be made to: **Dr. Ken Pikachin, Program Chair: (250) 960-6633** or by email at **kmark@unbc.ca**. Applications will be accepted until the position is filled.

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, ABORIGINAL PEOPLES, PERSONS WITH DISABILITIES AND MEMBERS OF VISIBLE MINORITIES.

## MATERIALS/MANUFACTURING PROCESSES
## MECHANICAL ENGINEERING

Applications are invited for a tenure-track position at the Assistant/Associate Professor level. The department is looking for research expertise in materials and manufacturing processes, preferably with an emphasis on metals. Candidates should have completed a PhD degree, be eligible for registration as a Professional Engineer in the Province of New Brunswick, and have a commitment to both teaching and research. Applications with a curriculum vitae and the names of three referees should be sent to:

**Dr. E.N. Biden, Chair**
**Department of Mechanical Engineering**
**University of New Brunswick**
**P.O. Box 4400**
**Fredericton, NB, E3B 5A3**

The appointment will be made effective from 1 September 1999, or such time as the position is filled.

*In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.*

UNIVERSITY OF NEW BRUNSWICK

## Wilfrid Laurier University
### NSERC University Faculty Awards

Wilfrid Laurier University invites applications from candidates eligible to compete for a Natural Sciences and Engineering Research Council University Faculty Award (UFA), an award directed to women. We plan to sponsor an application or applications for a UFA, and will offer the successful applicant(s) a tenure-track position at the level of Assistant Professor in one of the following areas of specialization: Biology, Chemistry, Computing, Geography, Kinesiology, Mathematics, Physics, or Psychology. Candidates must have the PhD at the time of appointment. Interested candidates should consult the eligibility criteria on the NSERC web site at: http://www.nserc.ca/programs/schol4_e.htm.

Closing date for applications and supportive material is August 15, 1999. To apply, send a curriculum vitae, a short statement of research interests, a publication list with selected reprints, and three letters of reference to:

Dr. Rowland Smith
Vice-President: Academic
Wilfrid Laurier University
75 University Avenue
Waterloo, Ontario, N2L 3C5

The University of Manitoba
Department of Foods and Nutrition

## FOODS AND NUTRITION

TThe Oepartment of Foods and Nutrition, University of Manitoba, offers an integrated undergraduate program in foods and nutritional sciences, and a graduate program that emphasizes research in nutrition and metabolism, nutrition and health promotion in a community setting, food chemistry and food quality.

The Department invites applications for two tenure track positions, one in **Human Nutrition** and the other in the area of **Food Quality Evaluation**. Applicants for the Nutrition position should hold a PhO in nutrition or a related discipline. The successful candidate is expected to teach courses supporting community nutrition, develop an independent research program with external funding focused on the community and participate in the Oepartment's graduate program, or to teach courses in the area of food service management, develop an independent research program with external funding focused on nutritional biochemistry and participate in the Oepartment's graduate program. Priority will be given to the applicants who are members of or eligible for membership in Oietitians of Canada. Applicants for the Foods position should hold a PhD in food science or a related discipline, with expertise in sensory analysis of foods. The successful candidate is expected to teach undergraduate courses in food composition, food quality, and sensory analysis, participate in the Department's graduate program and develop an independent research program with external funding in the area of food quality.

The applicable salary range for an Assistant Professor is $41,689 to $63,765 subject to final budgetary approval. Starting salary will be commensurate with qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae, transcripts, reprints, research objectives and the name, addresses and telephone numbers of three references to **Dr. B. Watts, Chair of Search Committee, Department of Foods and Nutrition, University of Manitoba, Winnipeg, MB, Canada R3T 2N2** (Tel: 204-474-8069), or e-mail at watts@ms.umanitoba.ca. Application deadline: **September 1, 1999**

## INSTRUCTOR
## FACULTY OF NURSING

The Faculty of Nursing invites applications for an instructor position within the Nursing Faculty. The position will begin on 1 August 1999. Salary will be commensurate with qualifications and experience. The appointees will be expected to work with BN and/or BN/RN students.

The preferred candidates will have: a Masters degree in Nursing (or in progress), clinical expertise and experience with interactive teaching strategies.

C.V. and references should be forwarded to:

**Prof. Penny K. Ericson, Dean**
**Faculty of Nursing, U.N.B.**
**P.O. Box 4400**
**Fredericton, N.B. E3B 5A3**

Deadline for Application: **June 30, 1999**

*In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.*

UNIVERSITY OF NEW BRUNSWICK

# DALHOUSIE UNIVERSITY
## Faculty of Science

## *NSERC University Faculty Awards for Tenure-Track Assistant Professors*

DALHOUSIE UNIVERSITY invites applications from women of outstanding achievement and potential in research in the natural sciences, who have obtained a PhD degree during the past four years, for consideration for NSERC University Faculty Awards. Nominated candidates will be appointed to a probationary tenure-track position effective July 1, 2000 conditional on receiving an NSERC University Faculty Award.

DALHOUSIE UNIVERSITY is an Employment Equity/Affirmative Action Employer. The University encourages applications from, Aboriginal peoples, racially visible people, and persons with disability. This award is available to Canadian citizens or permanent residents.

Enquiries and applications should be directed to the Chair of the Appropriate Department, DALHOUSIE UNIVERSITY, Halifax, NS, Canada, B3H 3J5, as follows: Dr. R. O'Dor, Biology; Dr. R.J. Boyd, Chemistry; Dr. P. Reynolds, Earth Sciences; Dr. R. Nowakowski, Mathematics and Statistics; Dr. D. Kiang, Physics; Dr. C. Moore, Psychology. To apply send the appropriate chair a curriculum vitae, a short statement of research interests, a publication list with selected reprints and arrange for three confidential reference letters to be sent to the same address. The deadline for receipt of applications at Dalhousie is September 1, 1999, however, candidates are encouraged to apply as soon as possible.

t999. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apoly. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. Interested candidates should submit a resume and a list of three referees to Dr. J. Bohlmann, c/o D. Crowe, Biotechnology Laboratory, #237 - 6174 University Boulevaid, Vancouvei, BC, Canada V6T 1Z3.

### BOTANY

**UNIVERSITY OF GUELPH — The Department of Botany**, College of Biological Science, University of Guelph, invites apolications from women who qualify for the Natural Sciences and Engineering Research Council University Faculty Awards (UFA) program. Preference will be given to apolicants using molecular approaches to plant systematics or evolution. The position is to complement the existing strengths in Plant Population Biology, Ecology and Evolution. The candidate must be prepared to establish a vigorous research program. The candidate will be expected to continuate initially at a reduced level to the teaching program. This is a tenure-track position. The department is committed to excellence in both research and teaching and candidates must demonstrate strength in both. The Department of Botany has 14 faculty members, 4 associated faculty members, severaf post-doctoral fellows and 25 giaduate students. The University of Guelph is a research-intensive university with over 60 faculty members in various sub-disciplines of Plant Biology. There are excellent opportunities to interact with faculty in other departments. Applications, including a recent curriculum vitae, an outline of research interests and three letters of reference, should be sent to Di. R. Larry Peterson, Professor and Chair, Department of Botany, University of Guelph, Guelph, Ontario, Canada N1G 2W1, by July 30, 1999. For additional information on the Department of Botany see: http// www.uoguelph.ca/botany. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary aporoval. The University of Guelph is committed to an employment equity program that mdudes special measures to athieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. We thank all applicants for their interest but wish to advise that only those selected for an interview will be contacted.

**UNIVERSITY OF GUELPH — The Department of Botany**, College of Biological Science, University of Guelph, mvites apolications for a full-time tenure-track position at the Assistant Professor level in Plant Biochemistry/Biotechnology. The candidate must take a molecular approach to research. The department has 14 faculty members, 4 associated faculty members, several post-doctoral students and 25 giaduate students. The department is committed to excellence in research and teaching and candidates must demonstrate strength in both and be prepared to establish a vigorous research program. The candidate will be expected to teath at the undergiaduate and graduate level and advise giaduate students. The University of Guelph is a research-intensive university with over 60 faculty members in various sub-disciplines of Plant Biology. There are excellent opportunities to interact with faculty members in other departments. Applications, including a recent curnculum vitae, an outline of research interests and three letters of reference, should be sent to Dr. R. Larry Peterson, Professor and Chair, Department of Botany, University of Guelph, Guelph, Ontario, Canada N1G 2W1, by July 30, 1999. For additional information on the Department of Botany see: http//www.uoguelph.ca/botany. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity piogram that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. We thank all applicants for their interest but wish to advise that only those selected for an interview will be comacted.

**UNIVERSITY OF MANITOBA — The Department of Botany** at the University of Manitoba wishes to nominate a woman of outstanding achievement and potential for a NSERC University Faculty Award. The successful candidate must hold a PhD degree at the time of appointment and have obtained it during the preceding four years. Strong demonstrated research potential and teaching commitment are essential. Preference will be given to those with research interests in plant products/ethnobotany, bryophytes/lichens, or plant hormones. This position is conditional on a NSERC award being made and is subject to final budgetary approval. The successful candidate will hold a tenure-track appointment at the rank of Assistant Professor with initial responsibilities for research and teaching of one course. The appointment would be expected to begin on July 1, 2000. The salary range for the position is $42,524 to $65,040. The University of Manitoba is the research university of the Province and Winnipeg is well known for its hospitality, cultural diversity and friendly people. The Department of Botany currently has 9 full-time tenure track faculty members, one Senior Instructor and 29 graduate students. It offers Botany Hons/Major programs and shares, with the Department of Zoology, responsibility for the Ecology Hons/Major/Co-op Programs. The Department also contributes to the Environmental Science and Genetics Programs. A node for Manitoba of the National Centre of Excellence - Sustainable Forest Management, has recently been established through the Department of Botany. Collaborations exist with the Cereal Research Centie (AAFC), Parks Canada, the Freshwater Institute, and the Institute for Wetland and Waterfowl Research. The facilities of the University Field Station (Delta Marsh), the Taiga Biological Station and the Experimental Lakes Area are also available to faculty members. Further information about the department can be obtained from www.umanitoba.ca/faculties/science/botany/. This advertisement is directed to Canadian citizens and permanent residents. The University of Manitoba encourages applications from members of visible minorities, Aboriginal peoples, and persons with disabilities. Applicants should submit one copy of NSERC Forms 100 (Personal Data Form) with Appendices A & B, and 101 (Application for a Research Giant) together with the names of their PhD supervisor, their post-doctoral fellowship supervisor, and two impartial external referees, to: Dr. D. Punter, Head, Department of Botany, University of Manitoba, Winnipeg, MB, Canada R3T 2N2. Emeil: punterd@cc.umanitoba.ca. Phone: (204) 474-9813 or 8132. The closing date for receipt of applications is 31 July 1999

### CANON LAW

**SAINT PAUL UNIVERSITY — Faculty of Canon Law** is seeking applications for the position of full-time lecturer of canon law for a tenure-track position effective 1 August 2000. Qualifications: ecclesiastical graduate degree in theology; civil and ecclesiastical doctorates in canon law; specialization in sacramental law; good knowledge of the 1983 Code of Canon Law and of the 1990 Code of Canons of the Eastern Churches; capacity to teach in both English and French. Salary will be commensurate with qualifications (1999-2000 minimum is C$36 710.00; to be adjusted in the summer of 2000). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Paul University is committed to employment equity. Applications are to be sent to Dean Roch Pagé, Faculty of Canon Law, Saint Paul University, 223 Main Street, Ottawa (ON) K1S 1C4. Deadline: 31 August 1999.

**UNIVERSITÉ SAINT-PAUL — Faculté de droit canonique** sollicite des candidatures pour remplir un poste de chargé de cours de plein exercice en droit canonique à partir du 1er août 2000, poste menant à la permanence. Exigences: grade ecclésiastique de 2e ou de 3e cycle en théologie; doctorats civil et ecclésiastique en droit canonique; spécialisation en droit sacramentaire; bonne connaissance du Code de droit canonique de 1983 et du Code des canons des Églises orientales de 1990; capacité à enseigner en anglais et en français. Le salaire sera établi en fonction de la compétence (le minimum pour 1999-2000 est de 36 710 $C et sera modifié à l'été 2000). Conformément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université Saint-Paul pratique une politique d'equité en matière d'emploi. Faire parvenir sa demande au Doyen, Roch Pagé, ptie, Faculté de droit canonique, Université Saint-Paul, 223, rue Main, Ottawa (ON) K1C 1C4. Date limite: 31 août 1999.

### CHEMISTRY

**YORK UNIVERSITY — Department of Chemistry**, Tenure-track Position in Biological Chemistry. Applications are invited for a tenure-track faculty position to begin July 1, 2000 at the Assistant Professor level. Candidates will have a PhD or equivalent degree, significant post-doctoral experience and a strong record of accomplishment in an area of Chemistry at the interface with Biology. Preference will be given to applicants with expertise in NMR spectroscopy applied to problems of biomolecular or macromolecular structure. There is an initiative in conjunction with the Biology Department to develop an area of expertise in biomolecular structure and several appointments in this area, including Bioanalytical Chemistry, are anticipated in the near future. The successful applicant will be expected to direct an innovative research programme, and to be able to teach organic and biological chemistry courses at the undergraduate and graduate levels. A junior female appointee may be supported in an application to the **NSERC UFA programme**, but the appointment is not conditional on a UFA award. Candidates should provide a curriculum vitae, a statement of research interests and plans for a proposed research programme, and should arrange for three letters of recommendation to be sent to Di. C.C. Leznoff, Chair, Search Committee, Department of Chemistry, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3. The review of applications will commence September 1, 1999. This appointment is subject to final budgetary approval. York University is implementing a policy of employment equity, including Affirmative Action for women faculty. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents.

**MCMASTER UNIVERSITY** invites applicants for a tenure-track position in any area of polymer chemistry to commence January 1st, 2000. The successful applicant will hold a PhD, preferably with relevant post-doctoral experience, and will be expected to develop a strong research program and to participate fully in teathing at the undergraduate and graduate levels. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McMaster University is committed to employment equity and encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. Applications, including a curriculum vitae, a statement of research interests and letters from three referees should be sent by July 31st, 1999 to: Dr. M.J. McGinchey, Chair, Department of Chemistry, McMaster University, Hamilton, Ontario, Canada L8S 4M1, Tel: +1 (905) 525-9140, ext. 24504; Fax: +1 (905) 522-2509.

**YORK UNIVERSITY — Department of Chemistry**, Tenure-track Position in Bioanalytical Chemistry. Applications are invited for a tenure-track faculty position to begin July 1, 2000 at the Assistant Professor level in the area of Bioanalytical Chemistry, preferably with expertise in mass spectrometry. Candidates will have a Ph.D. or equivalent degree, significant post-doctoral experience and a strong record of accomplishment in bioanalytical chemistry. The successful candidate will have ample opportunities to participate in several major analytical thrusts within the Faculty of Pure and Applied Science, e.g., the planned Centre for Research in Mass Spectrometry, the Core Facility for Genomics, the Combinatorial Chemistry Cooperative, and the Centre for Atmospheric Chemistry. Furthermore, the Department has an initiative in conjunction with the Department of Biology to develop an expertise in biomolecular structure, and several appointments in the structural area are anticipated in the near future. The successful applicant will be expected to direct an innovative research program, and to be able to teach analytical, including bioanalytical, courses at the undergraduate and graduate levels. A junior female appointee may be supported in an application to the NSERC UFA program, but the appointment is not conditional on receiving this award. Candidates should provide a curriculum vitae, a statement of research interests and plans for a proposed research program, and should arrange for three letters of recommendation to be sent to the Chair, Bioanalytical Search Committee, Department of Chemistry, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3. The review of applications will commence September 1, 1999. This appointment is subject to final budgetary approval. York University is implementing a policy of employment equity, including Affirmative Action for women faculty. Qualified women and men are invited to apply. In accordance with Canadian im-

CAUT Bulletin Insert · Vol. 46 · No. 6 · June 1999

Librarians' SUPPLEMENT 1999 SUPPLÉMENT des bibliothécaires

Encart du Bulletin de l'ACPPU · Vol. 46 · Nº 6 · juin 1999

# Uncovering CAUT's Librarians' Committee
# Qu'est-ce que le Comité des bibliothécaires?

## A History of the Librarians' Committee

BY BOB MOORE

*THROUGH* its history, the CAUT Librarians' Committee has evolved and expanded its activities, from infancy under the board during the late 1970s to its current status as a standing committee of Council, whose chair is a member of CAUT's Executive Committee.

### The Early Years

In 1975, CAUT amended its constitution to include librarians: " ... to promote the interests of teachers, professional librarians, and researchers in Canadian universities and colleges, ...." That May, Donald Savage, the association's then Executive Secretary, asked for the Council's approval in principle of the proposed CAUT/ CACUL "Guidelines on the Academic Status of Professional Librarians." The CAUT board established two committees in November to deal with immediate and ongoing librarian issues: the CAUT/CACUL Committee and the CAUT Standing Committee on Librarians.

Two years later, the CAUT/CACUL guidelines were amended to mandate salary equivalencies between faculty and librarians. During 1977, however, the Librarians' Committee came to recognise that there were problems with the financial positions of university libraries, and consequently, difficulties in making these guidelines a reality. In 1979, the committee's primary concerns were librarian representation on university senates, salaries and benefits, and conditions of appointment for librarians. Later that year, the terms of reference for CAUT's Academic Librarians' Committee were revised and all members, not just those on the CAUT board, became eligible to serve as chairperson.

### Coming of Age in the 1980s

During 1982 and 1983, the four-member CAUT Academic Librarians' Committee worked on several projects, including "Guidelines on Procedures for the Appointment of Chief Librarians," library councils and the CAUT "Brief on Part-Time Work." In 1983, the committee dealt with concerns about rank and position classifications, years of experience as a librarian for salary purposes, the financing of university libraries and issues related to part-time and non-professional staffing. The committee also continued to raise questions about the role and representation of librarians in university governance, particularly the relationship of the library and its council to the university senate.

In 1984, the Council approved the "Guidelines for the Appointment of Chief Librarians." In 1985, the number of CAUT board members on the committee was reduced by one. In 1986-87, the chief librarian guidelines were amended and the committee reviewed its terms of reference. In 1989, the chair's term of office was revised and the association executive approved the committee's first conference, to be held in Ottawa in November of 1990. That year, CAUT also became involved with investigating the sale and leaseback of university property, including library holdings; a practice abolished soon after by legislation.

### Recognition & Status in the 1990s

The committee reviewed the SSHRC's general research grant formula and its impact on librarians. The Goods and Services Tax, cutbacks of scholarly journals, and the withdrawal of books from library collections as a result of "libel chill" occupied the committee's attention during the early 1990s. The committee also dealt with the Smith Commission report and further revisions to the "Guidelines on the Appointment and Review of Chief Librarians." The CAUT Academic Librarians' Distinguished Service Award was established by the Council in 1993.

From the early to mid-1990s, the committee prepared a Policy Statement on Workload, lobbied Statistics Canada for data on librarians and produced an information paper on "Scholarly Publication Cutbacks." The committee also protested the elimination by the SSHRC of the Canadian Research Tools grants program. In addition, the committee examined issues related to librarian stipends, gifts and donations, credentialism and "buying around." The Librarians' Insert in the CAUT *Bulletin* became a reality in 1994.

During this same period, the committee's chair obtained observer status on the CAUT executive. The 1994 conference in Vancouver considered questions of librarian status and recognition, the role of chief librarians, intellectual freedom and retrenchment. The following year CAUT approved an information paper on "Academic/Faculty Status for Librarians."

In 1995, the committee reviewed the chair's term of office and investigated the effects on librarians of cutbacks and retrenchment in universities.

From 1996 through 1997, CAUT and the librarians' committee were involved with Human Resources Canada's enquiry into continuing education for information specialists. The committee also considered problems related to Cancopy, censorship and pornography, copyright, user fees, performance indicators and redundancy in university libraries. The chair actively pursued CAUT's lobbying of the government, over changes to the *Copyright Act* and with respect to intellectual property under the WIPO and WTO Treaties. During the late 1990s, the association joined coalitions to continue to lobby the government over copyright issues. Concurrently, the chair became a full voting member of the CAUT executive.

### The Committee Now

The committee and its role in CAUT have evolved significantly since 1975. Its activities have encompassed a wide range of different issues. The committee's efforts have promoted the recognition and status of academic librarians and have dealt with important issues regarding librarianship, information policy and scholarly pursuits at or by Canadian universities. The committee now plays a strong part in CAUT's mission to improve the working conditions of academic staff and to address other concerns about Canada's post-secondary education system.

**For this year's insert, the Librarians' Committee would like to reacquaint our readers with the committee itself, and give a sense of its activities and character. Our former staff secretary, Bob Moore, leads off with a brief history of the committee, followed by the current chair, Diane Peters, who describes its present mandate and activities. Each of the other four committee members then provide a taste of issues he or she is working on to further the interests of academic librarians, and those of CAUT members in general.**

**Dans le supplément de cette année, le Comité des bibliothécaires aimerait que nos lecteurs refassent connaissance avec lui en leur donnant une idée de ses activités et de sa nature. Le premier texte du supplément est rédigé par Bob Moore, membre du personnel de l'ACPPU qui a été pendant de nombreuses années secrétaire du comité. Il relate brièvement l'historique du comité. Diane Peters, l'actuelle présidente du comité, signe le texte suivant qui décrit le mandat et les activités du comité. Ensuite, chacun des autres membres du comité donne un aperçu des dossiers sur lesquels il ou elle travaille pour faire avancer les intérêts des bibliothécaires d'université et ceux des membres de l'Association en général.**

## L'historique du Comité des bibliothécaires

PAR BOB MOORE

*DEPUIS* sa création, c'est-à-dire à partir du moment où il relevait du Bureau de direction vers la fin des années 1970 jusqu'à son statut actuel de comité permanent du Conseil, le Comité des bibliothécaires a évolué et a élargi ses activités. La personne qui le préside est d'ailleurs maintenant membre du Comité de direction de l'ACPPU.

SUITE À LA PAGE 2

### Les premières années

En mai 1975, l'ACPPU a modifié ses statuts pour y inclure les bibliothécaires : «(...) a pour objet de défendre les intérêts du personnel universitaire, y compris des professeurs, des bibliothécaires et des chercheurs (...) de l'enseignement supérieur au Canada.» À cette assemblée du Conseil, le secrétaire général de l'Association, Donald Savage, a demandé que le Conseil approuve en principe le projet d'énoncé de l'ACPPU et de l'ACBCU intitulé *Énoncé de principes de l'ACPPU et de l'ACBCU sur le statut des bibliothécaires professionnels dans les universités*. Le Bureau de direction de l'ACPPU a créé deux comités au mois de novembre suivant pour traiter des préoccupations des bibliothécaires, soit le Comité mixte de l'ACPPU et de l'ACBCU et le Comité permanent des bibliothécaires de l'ACPPU.

Deux ans plus tard, l'énoncé de principes de l'ACPPU et de l'ACBCU était modifié dans le but d'exiger la parité salariale entre les professeurs et les bibliothécaires. Cependant, en 1977 le Comité des bibliothécaires a dû reconnaître que les bibliothèques d'université connaissaient des problèmes financiers et qu'il était difficile de concrétiser l'énoncé de principes. En 1979, le comité s'est principalement préoccupé d'assurer la représentation des bibliothécaires aux conseils d'université ainsi que d'étudier les traitements, les avantages sociaux et les conditions de nomination des bibliothécaires. Au cours de l'année, le mandat du Comité des bibliothécaires de l'ACPPU a été révisé pour permettre à tous les membres, non pas seulement ceux siégeant au Bureau de direction, d'être éligibles à la présidence du comité.

### Au sortir de l'enfance, dans les années 1980

En 1982 et 1983, les quatre membres du Comité des bibliothécaires de l'ACPPU ont travaillé à plusieurs projets dont l'*Énoncé de principes sur la nomination des bibliothécaires en chef*, les conseils de bibliothèque et le mémoire de l'ACPPU sur le travail à temps partiel. En 1983, le comité s'est occupé de dossiers comme le rang et le classement des postes, les années d'expérience à titre de bibliothécaire à des fins salariales, le financement des bibliothèques et les questions reliées au personnel à temps partiel et non professionnel. Le comité a également continué à soulever des questions sur le rôle et la représentation des bibliothécaires dans la direction des universités, en particulier les rapports entre la bibliothèque et son conseil et le conseil d'université.

En 1984, le Conseil a approuvé l'*Énoncé de principes sur la nomination des bibliothécaires en chef*. En 1985, on a réduit d'une personne le nombre de membres du Bureau de direction de l'ACPPU. En 1986-1987, l'énoncé de principes sur les bibliothécaires en chef a été modifié et le comité a révisé son mandat. En 1989, le mandat de la présidence a été modifié et le Comité de direction de l'association a approuvé le premier colloque des bibliothécaires devant se tenir à Ottawa en novembre 1990. Cette année-là, l'ACPPU a participé à l'enquête sur la vente et la cession-bail des biens des universités, y compris les ressources documentaires des bibliothèques. Une loi a aboli cette pratique peu après.

### Les années 1990 et la reconnaissance

Le comité a étudié la formule générale d'octroi de subventions de recherche du CRSH et son incidence sur les bibliothécaires. La Taxe sur les produits et services, les compressions imposées à l'abonnement aux revues savantes ainsi que le retrait de livres des collections des bibliothèques par «peur du libelle diffamatoire» ont soutenu l'attention du comité au début des années 1990. Le comité s'est également penché sur le rapport de la Commission Smith et a effectué d'autres révisions à l'*Énoncé de principes sur la nomination et l'évaluation des bibliothécaires en chef*. Le Conseil a créé en 1993 le Prix des bibliothécaires pour services émérites.

Jusqu'au milieu des années 1990, le comité a rédigé un énoncé de principes sur la charge de travail, a exercé des pressions auprès de Statistique Canada pour obtenir des données sur les bibliothécaires et a rédigé un *Document d'information sur l'annulation d'abonnements à des revues savantes*. Le comité a en outre protesté contre la décision du CRSH d'abolir le Programme canadien d'aide pour les outils de recherche. De plus, le comité a étudié des dossiers sur les indemnités versées aux bibliothécaires pour des fonctions administratives, les dons, la diplômanie et «l'achat parallèle». Le supplément des bibliothécaires du *Bulletin* de l'ACPPU a vu le jour en 1994.

Pendant cette période, la personne présidant le comité a obtenu le statut d'observateur au Comité de direction de l'ACPPU. Le colloque de 1994, tenu à Vancouver, portait sur le statut et la reconnaissance des bibliothécaires, le rôle des bibliothécaires en chef, la liberté intellectuelle et les compressions budgétaires. L'année suivante, l'association a approuvé un document d'information sur l'image et la reconnaissance des bibliothécaires d'université.

En 1995, le comité a revu le mandat de la présidence et s'est penché sur les effets des compressions budgétaires des universités sur les bibliothécaires.

De 1996 à 1997, l'ACPPU et le Comité des bibliothécaires ont participé à une enquête du ministère fédéral des Ressources humaines sur la formation continue des spécialistes de l'information. Le comité a aussi examiné des problèmes reliés à Cancopy, à la censure et à la pornographie, au droit d'auteur, aux frais d'utilisateurs, aux indicateurs de rendement et à l'excédent de personnel dans les bibliothèques universitaires. Le président a poursuivi activement le lobbying de l'ACPPU auprès du gouvernement au sujet des modifications apportées à la *Loi sur le droit d'auteur* et de la propriété intellectuelle en vertu des traités de l'OMPI et de l'OMC. Vers la fin des années 1990, l'Association s'est jointe à des coalitions dans le but de continuer à exercer des pressions sur le gouvernement en matière de droit d'auteur. Simultanément, le président est devenu membre votant du Comité de direction.

### Le comité aujourd'hui

Le comité et son rôle ont évolué considérablement au sein de l'ACPPU depuis 1975. Ses activités touchent à un large éventail de dossiers. Grâce à ses efforts, le comité a fait avancer la reconnaissance et le statut des bibliothécaires. Il a défendu des questions importantes relatives à la profession, aux politiques de l'information et aux travaux scientifiques des universités canadiennes. Le comité joue maintenant un solide rôle dans la mission de l'ACPPU pour améliorer les conditions de travail des universitaires et pour aborder d'autres problèmes touchant l'enseignement postsecondaire au Canada.

# The Librarians' Committee Today

By Diane Peters

*THE* current terms of reference for the CAUT Librarians' Committee describe its status and role as fourfold. It is one of four standing committees of the CAUT Council, and its chair serves on the CAUT executive. The committee's principal responsibility is to represent the interests of librarians to Council and to the CAUT membership at large. The committee also makes recommendations to Council on matters with which it is concerned, and acts as an advocate for the academic librarian and for the well-being of academic librarianship.

The Librarians' Committee is composed of five members, including the person chairing, who are elected at spring Council. Members are normally appointed for three-year terms, with at least one new member per year. Nominees for membership are recommended to the Council as candidates by other members of the committee, following deliberations at their March meeting. A number of factors are taken into consideration when recommending new members to the committee, including: geographic location of home institution; size of institution; status of institution (certified or non-certified ); linguistic abilities of nominees; discipline and/or area of responsibility within the library; rank; gender; and previous experience with the local faculty association, provincial organizations, or with CAUT.

The committee meets three times a year, with provision for up to three additional meetings by telephone conference call. The functions of the Librarians' Committee are defined in its terms of reference as follows:

(a) to review and report on terms and conditions of employment of academic librarians, including but not limited to issues of governance, salaries and benefits, hiring and ranking, promotion and other career progress practices;

(b) to review and report on government and other funding of university libraries and on their fiscal arrangements as they affect librarians;

(c) to maintain liaison with librarians both in the CAUT and in other organizations;

(d) to monitor and report any discriminatory practices relating to academic librarians; and

(e) to develop, articulate and propose policies, guidelines and information papers respecting academic librarians and academic librarianship, in liaison with other committees when appropriate.

In addition, the Librarians' Committee plays a role in CAUT's lobbying efforts. In this respect, copyright remains an important focus, as it has been for the past several years. The committee also put together, on behalf of CAUT, a submission to the commission of inquiry into the future of the National Library and National Archives. In the recent past, representatives of the committee have served on other CAUT committees, including the Working Group on Contract Employees and the Academic Freedom and the Inclusive University Group (AFIU).

Contact with librarian members of CAUT is maintained in several ways: through regular mailings to faculty associations, through the listserve CAUTLIB-L, and through biennial conferences.

The Librarians' Committee was very active in 1998/99 and made considerable progress with respect to policy issues in several areas. Ruth Sheeran from Bishop's completed a draft information paper on Governance and Librarians, and is continuing preparation of a draft model clause on library councils. Chris Dennis from Memorial completed a draft information paper on Librarians' Workload. Katy Nelson from Victoria worked towards developing a model clause on promotion criteria, and Joyce Thomson from St. Mary's examined issues surrounding librarian job descriptions.

A major focus of attention over the last few months has been planning for the 1999 librarians' conference, to be held in Banff from October 21 to 23. The theme will be "Challenges for Academic Librarians and Libraries in the New Millennium." Sessions are planned on some of the major issues confronting academic librarians today, including technological change, increasing workloads, partnerships, entrepreneurship and the library business model, job security, solidarity with faculty, and leadership.

A jury appointed by the committee also considered nominations for the 1999 CAUT Academic Librarians' Distinguished Service Award, which will be presented at the November Council meeting. In addition, committee members have continued information gathering in a number of areas, including mergers and negotiations, user fees, codes of conduct for computer users, distance education, the managerial university/bureaucratic library, and librarians' salary surveys.

The next call for nominations for membership on the Librarians' Committee will be sent out in the fall of 1999. Any academic librarians interested in these kinds of issues are invited to consider making a contribution, and to apply or be nominated to serve on the Librarians' Committee.

# Le Comité des bibliothécaires aujourd'hui

Par Diane Peters

*SELON* son mandat actuel, le rôle et le statut du Comité des bibliothécaires de l'ACPPU comportent quatre volets. Il est l'un des quatre comités permanents du Conseil de l'ACPPU et la personne qui le préside siège au Comité de direction. La principale responsabilité du comité est de représenter les intérêts des bibliothécaires au Conseil et auprès de l'ensemble des membres de l'ACPPU. En outre, le comité formule des recommandations au Conseil pour les questions qui le touchent. Il fait avancer la cause des bibliothécaires et le bien-être de la profession dans le milieu universitaire.

Le Comité des bibliothécaires se compose de cinq membres, y compris la présidente, qui sont élus à l'assemblée du printemps du Conseil. Les membres sont normalement nommés pour un mandat de trois ans et chaque année, au moins, un nouveau membre est élu. Des candidats pour siéger au comité sont recommandés au Conseil par d'autres membres du comité après que celui-ci en a discuté à sa réunion de mars. On tient compte d'un certain nombre de critères au moment de recommander de nouveaux membres, en-

tre autres l'emplacement géographique de l'établissement d'enseignement, la taille de l'établissement, son statut (syndiqué ou non), les compétences linguistiques des candidats, la discipline ou le champ de responsabilité au sein de la bibliothèque, le rang, le sexe et l'expérience antérieure avec l'association de professeurs locale, l'association provinciale ou l'ACPPU.

Le comité se réunit trois fois par année et a la possibilité de tenir jusqu'à trois conférences téléphoniques en plus. Les fonctions du comité sont définies dans son mandat :

(a) Réviser et faire état des conditions d'emploi des bibliothécaires universitaires entre autres, mais sans s'y limiter, la direction, les traitements et les avantages, l'embauche et la classification par rang, les promotions et d'autres méthodes d'avancement;

(b) Réviser et faire rapport sur le gouvernement et autres sources de financement des bibliothèques d'université ainsi que sur les modalités fiscales à mesure qu'elles touchent les bibliothécaires;

(c) Entretenir des rapports avec les bibliothécaires membres de l'ACPPU et d'autres organismes;

(d) Surveiller et faire état des pratiques discriminatoires touchant les bibliothécaires;

(e) Élaborer, énoncer et proposer des politiques, des lignes directrices et des documents d'information concernant les bibliothécaires et la profession, de concert avec d'autres comités le cas échéant.

De plus, le Comité des bibliothécaires participe aux efforts de lobbying de l'ACPPU. À cet égard, le droit d'auteur demeure un dossier important, comme il l'a été depuis les dernières années. Le comité a également soumis, au nom de l'ACPPU, un mémoire à la Commission d'enquête sur l'avenir de la bibliothèque nationale et des archives nationales. Au cours des dernières années, des représentants du comité ont siégé à d'autres comités de l'ACPPU, notamment le Groupe de travail sur les employés contractuels et le Groupe sur la liberté universitaire et l'université intégrée.

Des rapports sont entretenus avec les bibliothécaires membres de l'ACPPU par le truchement soit de notes envoyées aux associations membres, soit de la liste de diffusion CAUTLIB-L ou des colloques biennaux.

Le Comité des bibliothécaires a été très actif en 1998-1999 et a fait sensiblement progresser des dossiers dans plusieurs domaines. Ruth Sheeran, de l'Université Bishop's, a terminé l'ébauche d'un document d'information sur la direction et les bibliothécaires et poursuit la rédaction d'une clause modèle sur les conseils de bibliothèque. Chris Dennis, de l'Université Memorial, a terminé l'ébauche d'un document d'information sur la tâche des bibliothécaires. Katy Nelson, de l'Université Victoria, a élaboré une clause modèle sur les critères de promotion et Joyce Thomson, de l'Université Saint Mary's, s'est penchée sur des questions relatives à la description de postes des bibliothécaires.

Au cours des derniers mois, le comité s'est particulièrement attardé à l'organisation du colloque des bibliothécaires qui se tiendra à Banff du 21 au 23 octobre, sur le thème «Les défis des bibliothécaires et des bibliothèques d'université du nouveau millénaire». Des séances sont prévues pour discuter des principales questions auxquelles font face les bibliothécaires d'université de nos jours, notamment les changements technologiques, l'augmentation de la tâche, les partenariats, l'entrepreneuriat et le modèle de gestion de la bibliothèque, la sécurité d'emploi, la solidarité avec les professeurs et le leadership. Un jury nommé par le comité a également étudié les candidatures au Prix des bibliothécaires pour services émérites de l'ACPPU de 1999 qui sera remis à l'assemblée de novembre du Conseil. En outre, les membres du comité ont rassemblé de l'information sur un certain nombre de domaines, notamment les fusions et les négociations, les frais d'utilisation, les codes de déontologie des utilisateurs d'ordinateurs, l'enseignement à distance, l'université de gestion et la bibliothèque bureaucratique ainsi que les enquêtes sur les traitements des bibliothécaires.

La prochaine sollicitation de candidatures pour des postes au Comité des bibliothécaires sera envoyée à l'automne 1999. Tous les bibliothécaires intéressés à ces questions sont invités à envisager de participer au comité et à se porter candidat ou à se faire proposer par d'autres.

# Promotion Criteria for Librarians

By Kathleen Nelson

*ACADEMIC* librarians in Canada work within a variety of organizational structures. In most institutions, they are recognised as academic staff and hold ranks similar to teaching faculty. For these librarians, promotion through the ranks is based on criteria specific to the individual librarian, rather than to the position they might occupy at the institution (for example, systems librarian, music librarian, head of cataloguing, etc.). The CAUT Librarians' Committee endorses and supports this viewpoint and is working on an information paper outlining the current state of affairs regarding promotion of librarians in Canadian universities and also identifying common and appropriate criteria for promotion purposes.

As in any other document outlining the terms and conditions of employment foracademic librarians, the principles of reasonableness, fairness and equity should be readily apparent. This applies to the process as a whole, the procedures, the criteria, their application and to the appeal mechanisms. Promotion of academic librarians through ranks is similar to that of teaching faculty, except for the following difference. The primary criterion upon which librarians should be judged is their professional practice – their job performance, that is, how well the librarians carry out the duties and responsibilities of the position they hold in the institution. This criterion alone is weighted more heavily than any other when considering promotion for librarians. Other criteria to be considered for promotion purposes are research and scholarly work, professional activities outside the library and university and community service, but all these are weighted much less heavily than professional practice.

Currently there exists great diversity in the documentation regarding promotion for Canadian academic librarians, concerning whether or not all the secondary criteria should be present for promotion to the highest ranks. The committee believes that to the extent that promotion is dependent upon librarians' achievement in research, scholarly work, professional activities and university and community service, the institution must provide opportunities and support to enable the librarian to participate in these activities.

Academic librarians are academic staff, and as such participate in the teaching mission of the university. They are active in the governance of the institution and are both directly and indirectly involved in the teaching of students. Librarians are professionals who direct their own work to a great extent and who develop throughout their careers. This fact is reflected by the presence of the rank structures for academic librarians which are independent of the positions held by the librarians. The promotion criteria for progress through these ranks must also reflect the same professional and academic autonomy.

# Librarians' Workload

By Christopher Dennis

*ONE* issue which has increasingly come to the forefront of the committee's attention is the workload of academic librarians. We live in an age marked both by an exponential increase in the complexity, diversity and volume of our task, and at the same time by a pattern of cutbacks in resources and diminution of staff numbers. Grumbling about it has become a normal feature of our professional *life*, but *two* events have crystallised the focus for the committee, and led to an ongoing effort to respond. The first was a finding from a survey of workloads conducted over the summer of 1998, that nearly every librarian surveyed believes that their university library does not have enough professional librarians to accomplish its tasks. The second was the October 1997 CAUT librarians' conference in St. John's, Newfoundland. A consensus of opinion arose there that there is a gathering crisis in Canadian academic librarians' morale, resulting directly from librarians' perceptions of their inability to control an exploding workload as resources get thinner.

Part of the committee's response to the problem thus identified has been to move forward with Ruth Sheeran's work on governance, which she has described elsewhere in this year's *Bulletin* insert. However, we have also begun a direct effort to understand the nature of the workload problem itself, and how to deal with it, in my current information paper. This document is being reworked at the moment, and it may end up as a proposed CAUT policy, to be approved at a forthcoming Council meeting.

Understanding the nature of the problem is the first task: we believe there are three causes for the burgeoning workload of academic librarians: first, diminished resources for universities at large, including reductions of library staff; second, an increasingly managerial or corporatised style of governance at the highest levels; and third, an explosion in the complexity and sheer quantity of the work to be done, largely due to the expansion of the role of information technology. The result for librarians is a syndrome of increasing pressure to "do more with less," which is for all of us a familiar refrain from policy-makers. In practical terms this means, for instance, serving proportionately more time on the reference desk, covering collections responsibilities for a greater number of subjects, or cataloguing more books per day. These are all things which can be counted, and therefore carry with them the spurious air of a measure of productivity. The trouble with this is that the less measurable aspects of librarians' tasks tend to be devalued, even if they are an essential foundation to the measurable ones. The result is increasing strain for academic librarians torn between their professional concern for the declining intellectual quality of their performance, and their concern to do whatever can be done, despite shortages of resources.

Finally, the committee's work on this problem also includes treatment, in the document, of specific issues which arise in the effort to deal with a rapidly increasing workload. One is collegiality: if librarians are going to have any control over their workload, they must be prepared to participate in the setting of priorities for their institutions. Another is task balance, by which we mean provision for the non-measurable professional development and preparation time needed to support adequate performance of the "trench" activities. Quantitative limits to workload are another matter: should librarians contractually limit their hours of work? This question implies a balancing of considerations with other issues, particularly the mutual consent of librarian and library management in specifying that librarian's task, and the freedom of librarians to organise their own time to accomplish assigned tasks.

# University Governance & Librarians

By Ruth Sheeran

*THE* extent to which librarians actively participate in university governance was a topic of lively discussion at the last CAUT librarians' conference, which was held in St. John's, Newfoundland. Those present voiced fears that significant changes were taking place in their universities and that they did not have sufficient influence over the process. Some participants expressed frustration at their lack of opportunity to contribute to the decision-making process at their institutions. Many felt their contributions were undervalued and their increasing workload and changing responsibilities were not properly acknowledged. Considerable work on this topic had already been done by the Librarians' Committee, and information had already been gathered through a survey. The discussion at the conference confirmed the committee's belief that governance is an important area of concern for our members.

To respond to the issues raised in the discussion, the Librarians' Committee has now developed two information papers on the topic of governance, and it is hoped that these documents will address the concerns some of our members have expressed. These documents will be developed into statements which outline proposed CAUT policy, subject to the

Continues Page 4

# Members 1999-2000

## Librarians' Committee

Diane Peters, Chair, WILFRID LAURIER
Christopher Dennis, MEMORIAL
Fred Ziegler, ALBERTA
Ruth Sheeran, BISHOP'S
Joyce Thomson, ST. MARY'S

Ex Officio Members – CAUT President & Executive Director

Council's approval, with the aim of eventually producing model clauses for use in negotiations. Some of the ideas presented in these two information papers are discussed below.

Librarians' involvement in governance falls under two broad categories, library governance and university governance. Within the library, the best way to exercise influence is through a properly cnnstituted library council composed of all of the librarians – including administrative librarians and the chief librarian – who meet regularly as peers to discuss relevant issues. The council should be a policy-making body not merely an information-sharing forum, and it should be mandated to make recommendations to any appropriate person, group or committee.

By insuring that the library council is a properly functioning committee, the librarians can positively influence library governance and, by extension, university governance at large.

If a library council is already established, the librarians must strive to make it a viable committee, with a visible presence and with influence in the university community. This can only occur if all the librarians, including the administrators, value the library council and use it as a strong policy recommending body. This takes cooperation from everyone involved and might necessitate a revision of the mandate and a review of the committee's responsibilities.

As full academic partners with faculty in the mission of the university, librarians should, according to CAUT policy, be able to participate in the collegial management of their institution at all levels. Like faculty, they sbould be eligible for positions on university governance committees and election to the board of governors and the senate. As a fundamental step towards accomplishing this level of representation, librarians should be recognised as a separate constituency with the right to elect members to appropriate committees.

Librarians who have access to governance committees should take advantage of every opportunity to contribute to the decision-making process. They must elect librarian members to committees when they are eligible, and they should lobby for representation on other appropriate governance bodies. Even when not directly represented, librarians must make sure that their views are made known through whatever channels are at their disposal.

Librarian members must constantly work against the widely held view that if the chief librarian is a member of a committee then the librarians are represented. The chief librarian should be an ex-officio member of governance committees but, as an administrator, might not share the opinions of the librarians. A distinction must be made between the library and the librarians – to represent the institution is not to represent the constituency.

The current funding crisis in post-secondary education has resulted in alarming decreases in staff, devastating cuts to budgets and increasing workloads. The remaining librarians are expected to supply the same level of service with less, while staying abreast of all the new technologies. In such an atmospbere participation in governance becomes ever more difficult, yet ever more vital. Librarians simply cannot permit themselves to be isolated from the process of setting institutional goals and formulating policies. Decisions should not be made solely by administrators who sometimes have little idea of the actual situation in the library. If librarians are forced into reacting only after the fact their comments are invariably construed as criticism thus diminishing their chances of being involved in future decisions. An atmosphere which fosters collegiality and encourages the input of those involved must be established and maintained. Only by direct participation in the governance process can librarians make positive, creative suggestions and contribute, in a broader sense, to wise decision-making.

# Job Descriptions & the Librarian

BY JOYCE THOMSON

*LIBRARY* literature abounds with advice about job descriptions, which are most commonly used to define duties, responsibilities, reporting structures and required qualifications. These documents are sometimes also used as a basis for performance evaluation and for determining compensation levels. Well-composed descriptions are vital to the recruitment and selection process and can be used to positively foster professional development.

Many public and corporate library employers follow models linking job descriptions to compensation. Such practices are problematic for academic librarians, who have pursued to varying degrees the academic or faculty model of employment status. The job performance of faculty members is seldom if ever governed by a job description in the traditional sense of this term, in part because faculty compensation models are linked to knowledge and experience rather than to specific tasks or responsibilities. As most faculty are quick to point out, they are paid for what they know, not what they do.

In attempting to follow the faculty model closely, academic librarians are faced with a dilemma: What is the appropriate application of job descriptions for professional librarians in an academic library? Can we reap the benefits of the traditional job description process, without endangering the academic status model appropriate to our role within the university?

A 1993 Association of Researcb Libraries survey of North American academic libraries indicates that formats for librarians' job descriptions vary widely. The survey concludes that the data gathered did not present a "discernible, uniform model of devising or describing academic librarian duties and responsibilities." Goal setting and professional development were the most frequent uses made of the job description mechanism. The idea of job descriptions does not run counter to the principles of academic status. The CAUT Policy Statement on Fair Appointment Practices recognises that all academic appointments require precisely established criteria for positions, including such expectations as teaching workload, scholarly activity and professional competence. The CAUT Policy Statement on Initial Appointments also suggests tbe necessity to establish an appropriate description of duties and responsibilities in order to fill an academic vacancy.

Documentation of qualifications, responsibilities and working conditions for faculty is normally achieved through contractual documents, such as a collective agreement or letter of appointment. It is clear that vacancy advertisements and contractually documented responsibilities constitute a legitimate, if rudimentary, job description for all academic positions. The CAUT literature affirms repeatedly that the primary criterion for appointment, promotion and tenure for academic librarians should be "professional performance," a term defined as "how well the librarian carries out the duties and responsibilities of the position held." The criterion tberefore implicitly requires the ability to define and measure the fulfilment of those duties and responsibilities. The challenge for libraries is to develop effective job descriptions to make possible the use of this criterion without the reduction of our jobs to enumerative lists of measurable tasks that fail to recognise the primary cognitive functions of our academic appointments.

The key to solving this dilemma lies in closely defining the nature of the librarian's position in the academic environment. In the article "Paradigm Lost, Paradigm Regained? A Persistent Personnel Issue in Academic Librarianship, II" (College and Research Libraries 55(5), 389-402) Alan Veaner explores the need to clarify the academic librarian's role. Many librarians and faculty are able to express only the vaguest notion of the intellectual character of the librarian's job, and far too many would promote the idea that, whatever that job is, it can be done by almost anyone.

Veaner stresses the need to define librarian positions clearly in terms of "programmatic responsibilities," that is, the librarian's intellectual influence on the budgets, programs and services of the library. Through the authority and leadership intrinsic to this role, academic librarians contribute to the academic mission of the university. By failing to document these responsibilities, librarians risk administrative confusion over the role of professionals and paraprofessionals in the organization. Such a misunderstanding of our professional role paves the way for the dismissal of academic status for librarians.

There is no avoiding the rising tide of performance indicators and job evaluation systems in academic libraries. Academic librarians have a choice: wait for job descriptions to be imposed by external authorities, or actively participate in the development of accurate position descriptions and evaluative mechanisms. The latter option is crucial to our management of our professional future. Without such participation, vague and persistent misconceptions of our work will diminish our authority and status within the academy.

# Chairs since 1979

## Librarians' Committee

| | |
|---|---|
| Elizabeth Black, UBC | 1979/83 |
| Dennis Felbel, MANITOBA | 1983/87 |
| John Murchie, NSCAD | 1987/88 |
| Rita Vine, CALGARY | 1988/89 |
| Eileen Goltz, LAURENTIAN | 1989/90 |
| Nora Robbins, CALGARY | 1990/91 |
| Jim Brett, GUELPH | 1991/93 |
| Linda Winkler, REGINA | 1993/94 |
| Margot Schenk, SAINT MARY'S | 1994/96 |
| Ken Field, TRENT | 1996/98 |
| Diane Peters, WILFRID LAURIER | 1998/00 |

Note: From the period 1975 to 1979, CAUT board members were nominated and approved to serve as the chair of the Librarians' Committee for two-year terms of office.

migration requirements, this advertisement is directed toward Canadian citizens and permanent residents.

### COMPUTER SCIENCE

**CONCORDIA UNIVERSITY — The Department of Computer Science** invites applications for limited term appointments for the academic year 1999-2000. The duties will consist of teaching of undergraduate and graduate level courses over the period of one year. Preferably, applicants should have a PhD degree in Computer Science or in a related field. However, applicants nearing completion of their PhD degree will also be considered. The ability to teach courses in software engineering, systems software, databases, computer graphics and computer architecture is required. The Department uses C++ in its software courses. The positions are subject to budgetary approval. Concordia University is located in downtown Montreal. The Department has approximately 700 undergraduates, over 200 graduate students, and 28 full-time faculty members. The Department has good teaching and research laboratories that are supported by a strong team of analysts and technicians. The Department's principal research interests are artificial intelligence, combinatorics, computer algebra, database, distributed computing, pattern recognition, programming languages, scientific computing, software engineering, and VLSI. It has established CENPARMI (the Centre for Pattern Recognition and Machine Intelligence), and it is an active participant in two interuniversity centres, namely CICMA (Centre Interuniversitaire en Calcul Mathematique Algebrique), and GRIAD (Groupe de Recherche Interuniversitaire en Architecture de Naute Performance et VLSI). Interested persons should send a resume and three reference letters to: Chair, Department of Computer Science, Concordia University, 1455 de Maisonneuve Blvd West, Montreal, Quebec, Canada H3G 1M8. Fax: (514) 848-2830. e-mail: himoglos.concordia.ca In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

### CRIMINOLOGY

**SAINT MARY'S UNIVERSITY — Department of Sociology.** Three-year term position in Criminology. The Department of Sociology and Criminology invites applications for a three-year limited appointment, with the possibility of conversion to a tenured probationary position, at the rank of Assistant Professor commencing September 1, 1999. Candidates should have a PhD or be near completion, and have a strong record of research and teaching in criminology. Areas are open but preference will be given to candidates who can teach criminal methods and statistics The Department has recently instituted a new undergraduate program in criminology and developed two graduate level programs in the same field of study. The successful candidate will be expected to teach courses in both undergraduate and graduate programs. Applicants are asked to submit a curriculum vitae, an example of recent work, and arrange for three letters of reference to be sent directly to: The Hiring Committee Chairperson, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Applicants are responsible for ensuring that their files, including letters of reference, are complete. This posting represents a re-advertising of a position previously advertised in February 1999. Applications accepted until the position is filled. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of Employment Equity. Visit our website at www.stmarys.ca.

### DRAMATIC ART

**UNIVERSITY OF WINDSOR** — Applications are invited for a nine-month limited-term position for the term August 15, 1999 to May 15, 2000 at the rank of Assistant Professor. Responsibilities will include the teaching of Creative Play, Storytelling, and Research Methods in the Drama in Education program. Additional teaching responsibilities will include teaching in the General Honours Drama degree program in such courses as Reader's Theatre, Acting, Developmental Improvisation, or other areas of the candidate's expertise. A Ph.D. is preferred. Candidates who hold a Masters Degree with significant experience in Drama in Education are also encouraged to apply. University teaching experience including supervision of individual student projects is essential. A demonstrated commitment to research and publication, and classroom experience are assets. Candidates should submit a letter of application, a curriculum vitae, teaching evaluations, sample course outlines, sample of scholarly activity, and should arrange to have three letters of reference forwarded by July 9, 1999 to: Prof. Diana Mady Kelly, Chair, Dramatic Art, University of Windsor, Windsor, ON N9B 3P4, Phone: 519/253-3000, Ext 2805; Fax: 519/971-3629; E-mail: madykel@uwindsor.ca. The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents.

### EDUCATION

**UNIVERSITY COLLEGE OF THE CARIBOO — School of Education.** Duties: The School of Education invites applications for a full-time sessional position. The successful candidate will teach education courses focusing on the principles of teaching, on educational psychology and child development, on measurement, evaluation and reporting. Some work with student teachers on practica may also be required. Qualifications: PhD or equivalent, or Doctorate degree in progress; Elementary school teaching experience; Supervision of student teachers on practicum or other work with student teachers; Preferably in preparation in Educational Psychology. Term of Appointment: 23 August 1999 to 24 December 1999. Closing Date for Applications: 15 July 1999 The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #99-028 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to: Irene Bazell, Human Resources Officer, The University College of the Cariboo, P.O. Box 3010, Kamloops, BC V2C 5N3. We wish to thank all applicants; however, only those under consideration will be contacted.

**UNIVERSITY OF WINDSOR — Education.** Applications are invited for two tenure-track positions at the rank of assistant professor, commencing August 1, 1999 in Language Arts and Mathematics (Primary Division) and Science (Secondary School teachables—Chemistry, Physics and General Science and the general science methodology course in the Primary, Junior, Intermediate and Senior Divisions). Applicants must possess a doctoral degree and a teaching certificate, be eligible for an Ontario Certificate of Qualification and registration in the Ontario College of Teachers. Applicants should also have at least three years of teaching experience. Preference will be given to applicants with combined experience in the school system and a faculty of education. Experience should be in the Primary area for the Language Arts and Mathematics position and in the Intermediate/Senior area for the Science position. Candidates should submit a letter of application, a recent curriculum vitae, teaching evaluations, sample course outlines in the advertised area, samples of scholarly writing, and graduate transcripts, and must arrange to have three letters of reference forwarded by July 5, 1999 to: Dr. Michael A. Awender, Dean, Faculty of Education, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4, Phone: 519/253-3000, Ext 3801; Fax: 519/971-3612; E-mail: awender@uwindsor.ca The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

### ELECTRONICS

**CARLETON UNIVERSITY — Department of Electronics:** Applications are invited for a tenure track position at the Assistant Professor level in Microelectronics in the Department of Electronics. This position is subject to budgetary approval. The Department wishes to maintain its position as Canada's leader in communications microelectronics, which is due in part to its very strong links to local industry. Candidates should be ready to teach undergraduate and graduate courses, and have demonstrated strength in industrially oriented cutting-edge research in communications microelectronics. Membership or eligibility for membership in a Canadian professional engineering association is desirable but not essential. More information on the department is available from its web page at http://www.doe.carleton.ca and on its research at http://www.doe.carleton.ca/research.html. Applications, with a curriculum vitae, and the names of three referees should be sent to: Professor I.S. Wight, Chair, Department of Electronics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6; Telephone: (613) 520-5760; Fax: (613) 520-5708. Salary will be commensurate with qualifications and experience. Applications will be accepted as long as the position remains unfilled. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

### ENGINEERING

**THE UNIVERSITY OF BRITISH COLUMBIA — Department of Metals and Materials Engineering** of the Faculty of Applied Science. Associate/Full Professor and Chairholder, Industrial Research Chair in Biohydrometallurgy. The University of British Columbia invites applications for the post of Associate Professor or Full Professor in Metals and Materials Engineering. This is a grant-tenured position (or grant-tenure track position with an initial three-year term) and requires that the successful applicant participate in undergraduate and graduate level teaching and conduct an independent research program. Applicants should have a PhD in Metallurgical Engineering or other relevant disciplines with a demonstrated record of research accomplishment and industrial impact in the field of biohydrometallurgy. The applicant should have demonstrated the ability to provide leadership in the establishment of world-class research programs and to garner strong industrial support. The position is to be funded from the Industrial Research Chair in Biohydrometallurgy and is to be strongly linked to the existing Industrial Research Chair in Hydrometallurgy and the NSERC-Industry Chair in Aqueous Electrometallurgy. The successful applicant will be responsible for mounting a research program in biohydrometallurgy in collaboration with Chair sponsors and other UBC Faculty. The successful applicant will also make regular visits to Chair supporting companies and present semi-

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*The* UNIVERSITY *of* WESTERN ONTARIO

## Three Decanal Positions

The University of Western Ontario is currently seeking candidates for three Decanal positions. These appointments, to be effective 1 July 2000, are for a period of five years, renewable. Candidates should possess appropriate academic credentials, the demonstrated ability to lead a distinguished Faculty at a major research university, and the necessary administrative and interpersonal skills to provide leadership within the Faculty and at the University. Applications and nominations are invited for the following:

### Dean of Engineering Science

Engineering is a growing academic unit at Western, and requires an enthusiastic and energetic leader. The Faculty of Engineering Science has approximately 55 full-time faculty members in four departments: Chemical and Biochemical Engineering, Civil and Environmental Engineering, Electrical and Computer Engineering, and Mechanical and Materials Engineering. The Faculty offers six undergraduate programs with several options and the seventh, software engineering, is awaiting final approval. Over 1000 full-time and approximately 50 part-time undergraduate students are registered in Engineering programs. The Faculty is very active in research and graduate teaching, with about 150 Masters-level and 75 PhD-level graduate students. The Faculty of Engineering Science contains ten interdisciplinary research centres and other research groups, several of which have an international profile, and offers joint degree programs with the Faculty of Medicine and the Richard Ivey School of Business. The Faculty is also part of a partnership with the National Research Council's Integrated Manufacturing Technologies Institute, located in the University of Western Ontario Research Park. Western's Faculty of Engineering Science is noted for its innovative and entrepreneurial activities and is supported by an artive Advisory Council, drawn from industry and the profession.

### Dean of Law

The Faculty of Law has approximately 26 full-time faculty members and a large number of professional adjuncts who provide specialized courses in their areas of expertise. Approximately 440 full-time and a small number of part-time undergraduate students are registered in Western's Law program. The Faculty is active in scholarship and houses library resources which place it among Canada's leaders in computerization and electronic access to legal materials. A dedicated support staff is in place to sustain the activities of a major professional Faculty, and a strong relationship is maintained with the Law Society of Upper Canada through joint participation in the Bar Admissions Course.

### Dean of Music

The Faculty of Music has approximately 32 full-time faculty members in four departments: Music Education, Music History, Music Performance Studies, and Music Theory and Composition, and many part-time teachers in both performance and academic areas. Nearly 400 full-time and part-time undergraduate students are registered in Music programs. The Faculty is very active in research and graduate teaching, with about 40 Masters-level and 20 PhD-level graduate students, and houses library resources which are outstanding in a North American context. The Faculty of Music is a creative and artistic centre at Western and in Canada, and sponsors concert series, guest performances, and recitals throughout the year. A strong support staff is in place to sustain the admissions, publicity, and performance activities of a major music school, and to maintain large and specialized inventory of instruments and equipment.

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The respective Selection Committees expect to begin their reviews of candidates at the beginning of the new academic year, in September 1999. Nominations and applications should be submitted: **Dr. Greg Moran, Provost and Vice-President (Academic), Room 107, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario, N6A 5B8.** Telephone (519) 661-3110; fax (519) 661-3139. Applications should include a *curriculum vitae* and the names of at least three referees.

The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities.

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## Dean, Faculty of Science
## *Wilfrid Laurier University*

Applications and nominations are invited for the position of Oean of Science at Wilfrid Laurier University. The appointment will commence on January 1, 2000, or as soon thereafter as possible.

The Faculty of Science will be a new Faculty created by the recent decision of Wilfrid Laurier University to divide its longstanding Faculty of Arts and Science into two. The Faculty of Science will consist of the Oepartments of Biology, Chemistry, Kinesiology & Physicol Education, Mathematics, Physics & Computing, and Psychology.

The first Oean of Science will be in a unique position to fashion a vision and focus for the new Faculty. The Oean is expected to provide leadership, and represent the interests of the Faculty within the Institution and at large. Candidates should have teaching and administrative experience in a university setting, a substantial record of scholarly publication, and the capacity to work constructively with members of the Faculty and with other senior University administrotars. Oecanal appointments are for five-year terms and are renewable.

Located in the twin cities of Waterloo and Kitchener, Ontario, Wilfrid Laurier University has an enrolment of approximately 6700 full-time students and 1700 part-time students in its Faculties of Arts, Science, Music, Social Work, Graduate Studies, and the School of Business and Economics. The University offers undergraduate, Masters and Doctoral degrees. It has an annual operating budget of over $60 million, and employs over 1000 faculty and staff.

Applications and naminations, together with a current curriculum vitae and the names of three referees, should be forwarded by August 15, 1999 to the address shown at left.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men. Additional information on Laurier can be found on the World Wide Web (http://www.wlu.ca).

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## Simon Fraser University
### *Assistant Professor*
### *School of Kinesiology*

The School of Kinesiology at Simon Fraser University seeks a junior scientist to fill a tenure-track position at the level of Assistant Professor. The successful candidate will be expected to establish an independent, externally funded research program. We seek to appoint a person with expertise in musculoskeletal or cardiac rehabilitation.

In all cases there is an expectation that the successful applicant will teach courses in rehabilitation and that new courses will be developed at the undergraduate and graduate level by the successful applicant.

Simon Fraser University is renowned for the high quality of its programs. Tenure-track appointments are for an initial probationary period of five years and include an excellent benefits package, a mortgage assistance package and a generous moving allowance.

The School of Kinesiology has the mission to study human structure and function and their relation to health and movement. Its 20 faculty members and 5 laboratory instructors cover a wide range of disciplines and teach approximately 500 students enrolled in the B.Sc. program in Kinesiology and 50 graduate students enrolled in M.Sc. or Ph.D. programs. Details may be found at http://fas.sfu.ca/kin

The intended start date is as soon as possible. Priority will be given to applications received by **June 30th, 1999**, but additional applicants may be considered until the position is filled. To apply, please submit your curriculum vitae, three publications that you consider most important, a cover letter outlining your anticipated research directions and your philosophy and commitment to teaching, and, please arrange for 3 letters of reference to be sent to: **J. Dickinson, Ph.D., Director, School of Kinesiology, Faculty of Applied Sciences, Simon Fraser University, Burnaby, British Columbia, V5A 1S6, Canada.**

Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. All appointments are subject to budgetary authorization.

nars and workshops to the technical staff. The Metals and Materials Engineering Department is one of the larger Materials Departments in Canada with over 100 undergraduates in the final three years of the Engineering program, roughly 70 graduate students and 17 faculty members. The Department has an active interaction with over 40 companies involved in metals, ceramic and composite characterization, design and processing and has research funding from government and industry of over 3 million dollars. The Department has an accredited B.A.Sc. program and offers graduate programs leading to M.A.Sc., M.Sc., M.Eng. and PhD degrees. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada, but applications from other citizens of other countries will be examined if a suitable candidate from Canada is not found. Appointment is subject to budget approval. The starting date is Jan. 1, 2000. Applications, including resume and references, should be sent by Aug. 31, 1999 to: Professor T.R. Meadowcroft, Head, Department of Metals and Materials Engineering, The University of British Columbia, 309-6350 Stores Road, Vancouver, B.C. V6T 1Z4 Canada

**UNIVERSITY OF VICTORIA — Department of Electrical and Computer Engineering.** Applications are invited for a tenure-track Assistant Professor position in Power Electronics. Outstanding candidates with teaching and/or research experience in power electronics or a related area are sought. The successful applicant is expected to teach courses in power electronics and drives. Ability to teach courses in related areas, such as analog and digital electronic circuits, will be considered an asset. Duties will include teaching at the undergraduate and graduate levels, graduate student supervision, and research. A PhD or equivalent qualification is required. Professional Engineering registration or eligibility is an asset. Salary will be commensurate with qualifications and experience. The Department has 18 faculty members, seven of whom are Fellows of the IEEE, and $2.3M in annual research funding. Research interests include power electronics, multiprocessor systems, distributed systems, communications microwaves, digital signal processing, VLSI design, control systems, etc. There are currently about 80 graduate students. The Department operates a highly successful undergraduate cooperative education program and a graduate co-op option is also available. More information on the Department can be found at http://www.ece.uvic.ca/. Applicants should send a curriculum vitae, reprints from three representative publications and the names of at least three referees to: Dr. N. Dimopoulos, Chair, Dept. of Electrical and Computer Engineering, University of Victoria, PO Box 3055 STN CSC, Victoria, BC, Canada, V8W 3P6, Fax (250) 721-6052. Please provide electronic mail addresses and fax numbers for yourself and your references. Screening will begin July 30, 1999 and continue until the position is filled. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal people.

This advertisement is directed to both Canadian and international candidates.

**UNIVERSITY OF SASKATCHEWAN — The Department of Mechanical Engineering.** University of Saskatchewan (http://www.engr.usask.ca/dept/mee), invites applications for two tenure-track faculty positions at the Assistant Professor level, one in the thermodynamics-heat transfer area with a particular focus on experimental techniques, and the other in the mechatronics area. Complementary expertise in fluid-power control systems would be an asset for candidates in the mechatronics area. Candidates should have completed a PhD in mechanical engineering or a related field and be eligible for registration as a Professional Engineer. Candidates are expected to be involved in teaching at both the graduate and undergraduate level and to develop an active research program that complements activity within the Department. Excellent facilities exist in the Department to support work in these areas. Research laboratories in thermo-science include a large environmental chamber for HVAC studies; several two-phase flow loops; and a test bed for studying frosting on heat exchanger fins. A large wind tunnel facility and various bench top experiments for optical measurements on liquid flows can be used for research in multi-phase flow and convective heat transfer. In addition to controls, applied mechanics and instrumentation laboratories, separate space is provided for contract research to the Mechatronics Group. A large, fully equipped laboratory is available to support research and teaching in the fluid-power area. The Department also has several materials and applied mechanics laboratories. All research areas involve active computational research programs supported by workstation laboratories. Presently, in the Department of Mechanical Engineering, there are 19 faculty, currently over 200 undergraduate students, and 70 graduate students with B.E., M.Eng., M.Sc., and PhD degrees being offered. Please forward your application, including a c.v., a statement of research and teaching interests, and the names and email addresses of three referees to Head, Department of Mechanical Engineering, University of Saskatchewan, 57 Campus Drive, Saskatoon, Saskatchewan S7N 5A9, Fax: (306) 966-5427, Email: wanda_johnson@engr.usask.ca. Applications should be received by October 31, 1999. The University of Saskatchewan is committed to Employment Equity Members of Designated Groups (aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. This advertisement is directed to Canadian citizens and permanent residents of Canada.

**UNIVERSITY OF SASKATCHEWAN — The Department of Mechanical Engineering** of the University of Saskatchewan (http://www.engr.usask.ca/dept/mee) invites applications from candidates eligible for an NSERC University Faculty Award (UFA) directed to women. Details of the UFA Program including eligibility may be obtained from the NSERC Web Site (http://www.nserc.ca/programs.htm). The Department wishes to sponsor applications for a UFA and will offer tenure-track positions at a level of Assistant Professor to successful candidates starting on July 01, 2000. The duration of a UFA is normally three years but is renewable for two additional years. The positions are in the areas of mechatronics, heat transfer, thermodynamics and materials. Candidates should have completed a PhD in Mechanical Engineering or a related field and be eligible for registration as a Professional Engineer, as well as a commitment to teaching at both the graduate and undergraduate levels. It is expected that successful candidates will develop an active research program involving graduate student supervision. Excellent facilities exist in the Department to support work in these areas. Research laboratories in thermoscience include a large environmental chamber for HVAC studies; a two-phase flow loop; and a test bed for studying frosting on heat exchanger fins. A large wind tunnel facility and various bench top experiments for optical measurements in liquid flows can be used for research in multi-phase flow and convective heat transfer. In addition to controls, applied mechanics and instrumentation laboratories, separate space is provided for contract research to the Mechatronics Group. The Department has well equipped materials laboratories including metallographic equipment as well as MTS, SEM, TEM and DSC facilities. All research areas involve active computational research programs supported by workstation laboratories. In the Department of Mechanical Engineering, there are 19 faculty positions, currently over 200 undergraduate students, and 70 graduate students with B.E., M.Eng., M.Sc., and PhD degrees being offered. Please forward your applications, including the names and email addresses of three referees, to Head, Department of Mechanical Engineering, University of Saskatchewan, 57 Campus Drive, Saskatoon, Saskatchewan S7N 5A9, Fax: (306) 966-5427, Email: wanda_johnson@engr.usask.ca. Applications should be received by August 31, 1999. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. This advertisement is directed to Canadian citizens and permanent residents of Canada.

**UNIVERSITY OF MANITOBA — The Department of Civil and Geological Engineering** invites applications for a tenure-track Assistant Professor position in environmental engineering with a starting date of January 01, 2000 or as soon as possible thereafter. The starting salary is in the range of $55,000 to $60,000. The Department has eighteen faculty members, eight support staff and nearly two hundred undergraduates. The Department offers an undergraduate option in environmental engineering. Over $1.5 million is attracted annually in research funding and nearly ninety students are enrolled in graduate studies. Well-equipped laboratory facilities are available for research. The web page www.umanitoba.ca/civil has information about the Department. Winnipeg (www.city.winnipeg.mb.ca) is a [illegible] affordable housing, cultural opportunities. The successful candidate will have a PhD degree or equivalent in environmental engineering and preferably an undergraduate degree in civil engineering. Outstanding candidates who are in the final stage of completion of a PhD are also encouraged to apply. Candidates must be either registered or eligible for registration with the Association of Professional Engineers and Geoscientists of Manitoba. Candidates must possess excellent communication skills and be committed to working in a team environment. Industrial or post-doctoral experience will be considered as an asset. The duties of this position are teaching at the undergraduate and graduate levels, supervision of graduate students, and development of a strong externally funded research program. We are particularly interested in candidates with research expertise in numerical modeling of environmental processes as applied to water and wastewater treatment. Candidates with research expertise in other areas of environmental engineering will also be considered. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal Peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applicants should forward a detailed curriculum vitae, a statement describing teaching and research interests, and names and addresses (fax/email included) of three referees to Professor Numal Rajapakse, P.Eng., Head, Department of Civil and Geological Engineering, University of Manitoba, Winnipeg, Manitoba, Canada R3T 5V6 (email:rajapak@cc.umanitoba.ca). Applications should be received by July 31, 1999, but will continue to be accepted after this date until the position is filled. Please refer to position #AAH 823 in all correspondence.

**UNIVERSITY OF WATERLOO — Electrical & Computer Engineering** The University of Waterloo invites applications for several tenure-track faculty positions in all areas of Electrical and Computer Engineering. Applicants should have a PhD in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline, and must have a strong commitment to both research and teaching. Eligibility for registration as a Professional Engineer is desirable. We expect to fill most positions at the Assistant or Associate Professor level, but candidates at all levels of experience are encouraged to apply. The department offers undergraduate co-op programs in Electrical Engineering and Computer Engineering and plans to introduce a Software Engineering degree program jointly with Computer Science. The department attracts outstanding Canadian and international students to its master's and doctoral programs. There are currently 175 graduate students supervised by 42 full-time faculty. With industry and government support, excellent teaching and research laboratories have been developed and are being expanded in all key areas of Electrical and Computer Engineering. The department provides excellent research opportunities in many rapidly developing areas of Information Technology, and fosters joint research with industry. More information on these opportunities, programs and research facilities can be obtained at http://www.ece.uwaterloo.ca. Applications, including a curriculum vitae and the names and e-mail addresses of at least three referees, should be directed to: Professor Daniel Miller, Co-ordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; e-mail: miller@ece.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 1999 calendar year. Applications will be considered as soon as they are complete and the closing date is positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. There appointments are subject to the availability of funds.

**UNIVERSITY OF WATERLOO — The Department of Electrical and Computer Engineering** at the University of Waterloo is seeking an outstanding candidate for a tenure track faculty position, at the level of Assistant or Associate professor, in the research area of photonics and/or microwaves. The successful candidate is expected to have a strong commitment to teaching and research, including supervision of graduate students, in the area of photonics and/or microwaves. The candidate for the position must have an earned doctoral degree with a strong research record in a relevant area. For information please visit the web (WWW) site. Salary will commensurate with qualification and experience. Applications with complete curriculum vitae and names of at least three references should be sent to: Professor O. Miller, Electrical and Computer

## Université d'Ottawa

### DIRECTEUR OU DIRECTRICE — DÉPARTEMENT DE GÉNIE CHIMIQUE

*Poste universitaire*

Nous cherchons à combler le poste de direcUon du Département de génie chimique, au rang d'agrégé(e) ou de Utulaire. Pour poser votre candidature, vous devez détenir un baccalauréat en génie chimique et un doctorat en génie chimique ou une discipline connexe el avoir le titre d'ingénieur(e) professionnel(le).

Nous voulons recruter une personne qui se dévoue de laçon remarquable à la recherche et à l'enseignement en génie chimique. Vu l'orientation particulière du Département, des connaissances en biotechnologie où en génie biomédical constituent un atoui de taille. La personne choisie devra établir et maintenir un programme de recherehe novateur capable d'attirer des fonds de l'extérieur. Enfin, clle devrait être hilingue (français/anglais) el capable d'enseigner dans les deux langues.

Le corps professoral en génie chimique compte 11 membres à temps plein, le personnel administrative, six. L'effectif étudiant est d'environ 200 au premier cycle et de 40 aux deuxième et troisième cycles.

La Faculté souhaite combler ce poste au plus tard le 1er janvier 2000 et accepte les candidatures jusqu'au **20 août 1999.** Si ce poste vous intéresse, faites parvenir à l'adresse ci-dessous votre curriculum vitae, une proposition de recherehe d'une page, ainsi que le nom et les coordonnées (adresse, numéro de téléphone et télécopieur et courriel) d'au moins trois personnes acceptant de fournir des références:

**Prof. Tyseer Aboulnasr, Ing., Doyenne**
**Faculté de génie**
**Université d'Ottawa**
**C.P. 450, succ. A**
**Ottawa (Ontario) K1N 6N5**

http://www.eng.uottawa.ca/

L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Conformément aux règles du Canada en matière d'immigration, notre annonce s'adresse en premier lieu aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent ou résidente permanente.

## University of Ottawa

### CHAIR — DEPARTMENT OF CHEMICAL ENGINEERING

*Faculty Position*

Applications are invited for the posiUon of Chair of the Department of Chemical Engineering. This is a position at the rank of Associate or Full Professor. The candidate must hold a bachelor's degree in Chemical Engineering and a PhD in Chemical Engineering or in a related area, and must be a Registered Professional Engineer at the time of appointment.

Outstanding candidates with a commitment to excellence in research and teaching in the general field of Chemical Engineering are being sought. Due to identified needs of the Department, candidates with a background in biotechnology or biomedical engineering are especially welcome. The successful candidate will be expected to develop and maintain an innovative, externally funded research program.

The Department of Chemical Engineering consists of 11 full-time faculty members and 6 support staff, and the enrolment is about 200 undergraduate and 40 graduate students.

The successful candidate should be bilingual (French/English) and able to teach courses in both languages.

The Faculty plans to fill this position by January 1, 2000 or earlier. Applications should be received by **August 20, 1999.**

Applicants should send a complete resume, a one-page research proposal, and a list of three individuals willing to provide references with their addresses, telephone and/or fax numbers and e-mail addresses to:

**Dr. Tyseer Aboulnasr, P.Eng., Dean**
**Faculty of Engineering**
**University of Ottawa**
**P.O. Box 450, Station A**
**Ottawa (Ontario) K1N 6N5**

http://www.eng.uottawa.ca/

Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

CANCELLED

# Dean, Faculty of Engineering
# *University of New Brunswick*

Located in Fredericton, the University of New Brunswick is one of Canada's premier comprehensive universities, and plays a significant role in enhancing the social and economic lives of the people of New Brunswick. The Faculty of Engineering has been central to this contribution since the first engineering courses in Canada were offered at King's College (UNB's predecessor) in 1854. Further information about the University of New Brunswick is available at http://www.unb.ca

The Faculty of Engineering comprises five departments: electrical and computer, civil, mechanical, chemical, and geadesy and geomatics. With approximately 60 staff, 80 faculty members, 1,300 undergraduate and 225 graduate students, and numerous research assistants and post-doctoral fellows, the Faculty offers a vibrant climate for instruction, scholarship, and industry-related research. UNB houses the most comprehensive and advanced engineering research facilities in Atlantic Canada. It has an extensive network of research laboratories and industrial research chairs in pulp and paper, nuclear engineering, construction, advanced instrumentation and ocean mapping.

Reporting to the Vice-President (Academic), the Dean is expected to provide the Faculty with dynamic and visionary leadership. The successful candidate will have a demonstrated record of achievement in teaching, research, and administration. The Dean must be focused on the future and be committed to academic excellence, student recruitment and services, and community outreach.

The initial five-year appointment is effective July 1, 2000. Applications and nominations should include a complete curriculum vitae and the names of three referees. The review of the applications will begin on August 15, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity. Responses should be directed to the address shown at left.

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## UNIVERSITY OF REGINA

The University of Regina, Department of Sociology and Social Studies invites applications for a tenure track position (subject to budgetary approval) at the rank of Assistant Professor commencing July 1, 2000. The Department of Sociology and Social Studies is a small department, and faculty members are expected to teach courses in a wide range of subjects (as listed in the academic calendar) at the undergraduate and graduate level. Candidates should have a specialization in at least one of the following areas: sociology of social justice, development (rural, urban, and/or sustainable), ethnicity and ethnic relations. A strong background in quantitative and/or qualitative methods will be an asset. The department is interdisciplinary and is committed to a strong program of teaching, research and service to the community.

Applicants should have a PhD or be close to completion; a record of scholarship in the area(s) of specialization; and demonstrated skills in, and commitment to, teaching. Applicants should submit a curriculum vitae, and arrange for the forwarding of three letters of reference and graduate transcripts to: **Dr. K. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina, SK, S4S 0A2, Fax (306) 585-5368.** Closing Date: **31 December 1999.** Review of applications will begin in January 2000. Academic inquiries may be addressed to Dr. Polo Diaz or Dr. John Conway, Department of Sociology and Social Studies, University of Regina, Regina, SK, S4S 0A2, Phone (306) 585-4186, and Fax (306) 585-5368, E-mail, John.Conway@uregina.ca.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

Engineering, University of Waterloo, Waterloo, Ontarro N2L 3G1 Canada. In accordance with Canadian Immigration requirements, this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds. The successful applicant will have expertise in design of photonic and/or microwave devices, circuits and systems pertinent to wireline and wireless communication systems and networks. The individual will therefore be a member of the materials, devices and circuits theme area and is expected to interact with other faculty members in photonics, microwaves, microelectronics and communications. Research interests may include one or more of the following areas: semiconductor laser diodes, high-speed electro-optic modulators, microwave planar circuits, packaging and integration of photonic/microwave components, applications of photonics and microwave technologies in communication systems. University of Waterloo currently has strong research activities in photonics, microwaves, microelectronics and communications. Infrastructure available for this research includes photonic/microwave simulation and characterization labs, a departmental clean room along with the associated device and system characterization tools for microelectronic devices and circuits. The appointee is expected to seek research funding from both government sources (e.g. NSERC, CITO, PRO) and industry (e.g. NORTEL, JDS). Teaching interests will include undergraduate and graduate courses covering electromagnetics, photonic and microwave devices, fiber-optic and wireless communications. Relevant graduate courses pertinent to photonics/microwaves will also be offered.

**UNIVERSITY OF ALBERTA — Structural Engineering.** As a result of the endowment of the C.W. Carry Chair in Steel Structures, the Department of Civil and Environmental Engineering, University of Alberta, is seeking qualified candidates for a tenure track position in Steel Structures Engineering. The appointment is for January 1, 2000, or earlier, and will be at the rank of Assistant Professor, Associate Professor, or Professor, depending on the qualifications and experience of the apolcant selected. Candidates must have a strong research interest in steel structures, hold a doctoral degree in Structural Engineering or equivalent, and have a demonstrated commitment to teaching and research in the university. The successful candidate will be expected to conduct research and supervise graduate students in his or her fields of interest, teath postgraduate and undergraduate courses in Structural Engineering, and assist in the teaching of other engineering courses at the undergraduate level. The University of Alberta, founded in 1908, is one of the largest universities in Canada with 25,000 undergraduate and 4,500 graduate students. The Structural Engineering program has more than 40 graduate students and seven full-time faculty members. The University is situated in the heart of Edmonton on the banks of the North Saskatchewan River. Edmonton has a population of 700,000 people, and offers a diverse array of cultural and sporting activities year round and has one of the lowest costs of living in Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Il suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should send a curriculum vitae including employment history and citizenship; a statement concerning research and teaching interests, and the names, mailing address, phone number, and email address of at least three referees by July 31, 1999 to: Dr. T.M. Hrudey, Chair, Department of Civil and Environmental Engineering, University of Alberta, Edmonton, Alberta, T6G 2G7; Telephone: (780) 492-7620, Fax: (780) 492-0249, E-mail: tmhrudey@civil.ualberta.ca. Website: www.civil.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

### ENGINEERING SCIENCE

**SIMON FRASER UNIVERSITY — Communications and Signal Processing, School of Engineering Science.** The School of Engineering Science at Simon Fraser University invites apolications for a two-year limited term position at the Assistant Professor level, from 1 January 2000 to 31 December, 2001. The successful applicant will have a Ph.D degree and a record of successful teaching and research in communications and signal processing. Working with current faculty members, he or she will teach at the graduate and/or undergraduate levels, supervise student projects and conduct research in communications and signal processing. The salary range for this position is $65,000 to $70,000. The School of Engineering Science (www.enscsfu.ca) offers an exciting educational environment with very high academic standards and an outstanding record of grant and contract funding. Local industry offers many opportunities for collaborative research, and strong industrial links are characteristic of the program and expected of faculty members. This academic environment is balanced by the natural and cultural ambience of one of the most attractive cities in North America. The university itself enjoys a spectacular mountain top setting, a short drive from downtown Vancouver. Preference will be given to candidates who are eligible for employment in Canada at the time of apolcation. Positions are subject to budget authorization. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. To apply, send a curriculum vitae, a research summary, and names of three referees to Dr. John Jones, Director, School of Engineering Science, Simon Fraser University, Burnaby, B.C. Canada V5A 1S6 by July 31, 1998.

### ENGLISH

**UNIVERSITY OF WINDSOR** — Applications are invited for a nine-month limited-term appointment in seventeenth- and eighteenth-century English literatures, at the rank of assistant professor or lecturer, commencing August 15, 1999, and ending May 15, 2000. Candidates should have expertise in the literatures and cultures of Britain from the early modern through to the early industrial period. A background in gender studies and/or cultural theory is an asset. In addition to scholarly and teaching excellence, we seek a person whose expertise in additional multidisciplinary areas, such as theatre experience, editing textual studies, or hypertext and other computer apolications, will help support our programme initiatives in these areas. The successful candidate should either have the Ph.D. in hand or be near completion. Duties will involve teathing at senior and introductory levels Candidates should send a letter of application, a curriculum vitae, evidence of effective teaching, and a sample of their scholarly writing, and should have three letters of reference sent, by July 5, 1999, to: Dr Linda Bebout, Acting Chair, English Language, Literature, and Creative Writing, University of Windsor, Windsor, Ontarro N9B 3P4. Phone: 519/253-3000, Ext 2289; Fax: 519/971-3676; E-mail: ljb@uwindsor ca. The University of Windsor is committed to equity and diversity in the workplace and welcomes apolications from Aboriginal Peoples, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration regulations, preference will be given to Canadian citizens and permanent residents of Canada.

### ERGONOMICS/HUMAN FACTORS

**UNIVERSITY OF WATERLOO — The Department of Kinesiology** at the University of Waterloo invites apolications for a tenure-track faculty position, at the rank of Assistant Professor or Associate Professor, in the field of ergonomics/human factors. We are searching for expertise to extend our program in new directions. Candidates with expertise in cognitive or social behavioral aspects of ergonomics are encouraged to apoly. Candidates should have demonstrated research and teaching ability. The candidate must have a Ph.D. with research training in ergonomics/human factors or a cognate discipline. Consulting experience and eligibility for full member classification in the Human Factors Association of Canada/Association canadienne d'ergonomie or be eligible for certification by the Board of Certification in Professional Ergonomics is desirable. Duties will include research, teathing at undergraduate and graduate level, and supervising graduate students. Salary range commensurate with qualifications and experience. The Department of Kinesiology offers the only undergraduate program in Ergonomics in Canada in conjunction with the Department of System Design Engineering and other Departments on campus. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement. The Department offers B.Sc., M.Sc. and Ph.D. degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Arend Bonen, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by FAX: 519-746-6776 or E-mail: abonen@healthy.uwaterloo.ca. Applications will be accepted until the position is filled. The preferred start date for the appointment is September 1, 1999 or earlier. In accordance with Canadian Immigration requirements priority will be given to Canadian Citizens and Permanent Residents of Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

### FILM ANIMATION

**CONCORDIA UNIVERSITY — Mel Hoppenheim School of Cinema,** in the Faculty of Fine Arts, announces a 9 1/2 month Limited Term Appointment in Film Animation at the level of Assistant Professor, starting August 1, 1999. The successful apolicant will teach 18 credits (three sections) of Undergraduate Film Animation Technical Aspects (FMAN 214) to first years students. This course covers all aspects related to the operation of animation cameras, editing equipment and sound production equipment. An understanding of film stocks and lab processes is very important. The LTA will work closely with each student to provide detailed advice and technical solutions to creative filmmaking problems. This person will also be required to assess the state of the equipment on a weekly basis and to contact appropriate technicians and engineers for repairs when required. A complete understanding of the Animation Oxberry Cameras and the Steenbeck Editing Tables is essential. Ideally, the apolicant will also have prior teaching experience in the area at the University level. Application Deadline: Friday, June 11, 1999. Send Curriculum Vitae and a letter of apolication, together with the names of three references to: Film Animation Search Committee, Technical Aspects of Film Animation, The Mel Hoppenheim School of Cinema, FB 319, 1455 de Maisonneuve Blvd. W., Montréal, Québec, H3G 1M8. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encouages applications from women, aboriginal peoples, visible minorities and disabled persons.

### HEALTH STUDIES & GERONTOLOGY

**UNIVERSITY OF WATERLOO — The Department of Health Studies and Gerontology,** Faculty of Applied Health Sciences, University of Waterloo has available a senior level tenure-track position in gerontology and health. Examples of specialty areas may include psychogeriatrics, public health services research or epidemiology. The department has close ties with the Kenneth G. Murray Alzheimer Research and Education Program and the Centre for Behavioural Research and Program Evaluation (funded by the National Cancer Institute of Canada), both housed in the Faculty of Applied Health Sciences at the University of Waterloo. The successful applicant will have the opportunity to be part of a dynamic, multidisciplinary department. We have a strong history of attracting substantial research funding and building strategic linkages with all levels of government, NGO's as well as the national and international research community. Moreover, a diverse range of outstanding educational, cultural, recreational and business opportunities provide residents of Kitchener-Waterloo with an outstanding quality of life. We expect the appointment to occur by July 1, 2000. Applicants must have an advanced degree at the doctoral level, and a demonstrated commitment to both funded research and teaching at the undergraduate and graduate level. The anticipated appointment is at the Full Professor level although other candidates with strong teathing and research experience will also be considered. Send Curriculum Vitae (including a statement of teaching and research interests accompanied by two research articles) and three letters of reference by November 30, 1999 to Dr. John Hirdes, Chair of Search Committee, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

### HISTORY

**SAINT MARY'S UNIVERSITY — The Department of History,** Saint Mary's University, invites applications for a nine-month, limited term sessional appointment at the rank of lecturer or Assistant Professor effective September 1, 1999 in modern U.S. history. The position involves undergraduate teaching including a survey course in US national history from 1865 to the present, 20th century US social history, and one other course relating to the candidate's research interests. The candidate should possess a PhD or be close to completing one, and have some teaching experience at the university level. Applicants should send a letter of apolication, curriculum vitae, and three reference letters to: Dr. G. F. Young, Department of History, Saint Mary's University, Halifax, Nova Scotia B3H 3C3 or by fax to: (902) 420-5141. Applications received until the position is filled. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of Employment Equity. Please visit our website at www.stmarys.ca

**MCMASTER UNIVERSITY — The Department of History** of McMaster University invites applications for a tenure-track position in post-Civil War United States History. The successful candidate will have a PhD and demonstrated excellence in scholarship and teaching. He or she will be expected to teach, among other courses, the whole or a portion of the U.S. history survey and to participate in McMaster's new strategic area of Globalization in association with a recent appointment in American Cultural Studies. Interest in technology-based learning or participation in interdisciplinary courses will be an asset. The appointment will be made at the Assistant Professor level, the minimum salary for which is $42,381. The starting date is July 1, 2000. Apolications, including a curriculum vitae, academic transcripts, a writing sample and letters sent by three academic referees should be sent to Dr Virginia Aksan, Chair, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4L9. Applications received before September 15, 1999 will be assured of consideration. The Department consists of 15 persons, plus a shared appointment with the Department of Classics. The working environment is collegial. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada (please indicate status). McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, and women.

### INFECTIOUS DISEASES

**UNIVERSITY OF BRITISH COLUMBIA — Department of Medicine, Division of Infectious Diseases** The Division of Infectious Diseases invites applications for a Research Associate. This position involves full-time basic research in molecular microbial pathogenesis. The research will focus on the interactions of Mycobacterium tuberculosis with host macrophages. The successful apolicant will have experience working with M. tuberculosis. Experience with cell imaging procedures including FACS and confocal microscopy would also be an advantage. The applicant will be expected to establish an independent research program focusing on host defense against tuberculosis. This position will begin October 1, 1999 or sooner. Salary will be commensurate with qualifications and experience. Please submit a letter of application, C.V., a statement of areas of expertise and strengths, and names of three referees no later than July 1, 1999 to: Dr. Neil E. Reiner, Head, Division of Infectious Diseases, UBC Department of Medicine, University of British Columbia, Room 4520, Heather Pavilion, 2733 Heather Street, Vancouver, BC V5Z 3J5 Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.


**Dalhousie University**
**School of Biomedical Engineering**

ASSISTANT PROFESSOR
Drug Delivery/ Cellular-molecular Engineering

Applications are invited for a full-time tenure-track position at the rank of Assistant Professor in Dalhousie University's new School of Biomedical Engineering. This position is being created as part of a new graduate degree programme in Biomedical Engineering with the assistance of a Whitaker Foundation Special Opportunities award.

Candidates must have an undergraduate engineering degree from an accredited program, a Ph.D., and preferably post-doctoral academic or industrial experience. They should also be eligible for registration as professional engineers in the province of Nova Scotia.

Research interests should lie in one or more of the following areas: (i) drug delivery systems, (ii) cellular mechanics, (iii) tissue or molecular engineering, or (iv) mechanotransduction.

Successful candidates will be expected to contribute to the graduate teaching programs of the department. While startup funding is available, successful candidates will be expected to compete for external research funding.

Applicants should submit: (i) a curriculum vitae, (ii) two to three reprints of recent publications, (iii) a one to two page statement outlining their research plans, and (iv) the names, addresses and internet addresses for three references to:

Dr. J. Michael Lee
Interim Director, Biomedical Engineering
Dalhousie University
5981 University Avenue
Halifax, Nova Scotia
Canada B3H 3J5

Closing date for receipt of applications will be July 15, 1999. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible people, and women. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.



Lakehead
UNIVERSITY

**ASSISTANT PROFESSOR**
**DEPARTMENT OF CHEMISTRY**

The Department of Chemistry at Lakehead University invites applications for a probationary (renure-track) appointment in chemistry at the assistant professor level.

Individuals having a PhD and postdoctoral/industrial experience in any area of chemistry are invited to apply. The successful candidate will be expected to develop a creative research program with an emphasis on pulp and paper chemistry and teach at the undergraduate and graduate levels. Our research resources include a high resolution VG Auto Spec mass spectrometer, 400 MHZ NMR (1999 installation), a CEC carbon/hydrogen/nitrogen analyser and a variety of equipment dedicated to pulp and paper research. The anticipated start is Fall 1999, but a later start date is negotiable. This position is subject to budgetary approval. Applications will be reviewed starting June 30, 1999.

Interested applicants should forward a curriculum vitae, a research proposal of the project they intend to pursue and should have three letters of reference forwarded to the university on their behalf to:

Dr. D. Kemp, Acting Dean of Arts and Science
Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1

*In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.*



# President
# University of Victoria

UVic
UNIVERSITY OF VICTORIA

The University of Victoria invites applications and nominations for the position of President and Vice-Chancellor, to take office on July 1, 2000.

Founded in 1963 and situated in Victoria, British Columbia, UVic is one of Canada's highest ranked comprehensive universities, known for its academic excellence, its twelve interdisciplinary research centres, its co-op program focus, and its commitment to the highest quality and integrity in its teaching and scholarship. UVic has a wide range of international programs, and academic links throughout the Asia-Pacific region. This dynamic university has more than 15,500 undergraduate students and 2,200 graduate students, and employs approximately 650 faculty and 1,500 staff. Its current operating budget is $151 million, with annual faculty research grants averaging $23 million over the past five years.

Greater Victoria has a population of 350,000 and was chosen, in an international survey, as one of the world's ten most liveable cities. It is situated in an attractive coastal setting with an exceptional climate, along with many of the advantages of being the provincial capital. The beautiful UVic campus is a consequence of careful planning, and in recent years has seen considerable expansion.

The President and Vice-Chancellor is the chief executive officer of the University, an ex-officio member of the Board of Governors, and Chair of Senate. The successful candidate for this position will have an outstanding record of scholarship and academic leadership, extensive administrative experience in a comparable institutional environment, a proven capacity for fundraising, and a cognizance of the issues and challenges facing universities in the next decade. Importantly, the President will be an outstanding communicator, administrator, and strategic thinker.

The University of Victoria is committed to employment equity, welcomes diversity in the workplace*and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

The Presidential Search Committee will begin active consideration of potential candidates effective July 1, 1999. Written applications or nominations for the position, indicating the qualifications and accomplishments on the basis of which the individual merits consideration, should be submitted in confidence to the address shown below. Applications should include a full curriculum vitæ and the names of four referees.

Further information about the University of Victoria may be obtained at www.uvic.ca.

**Janet Wright & Associates Inc.**
21 Bedford Road, Suite 100
Toronto, Ontario M5R 2J9 Fax: (416) 923-8311

**Janet Wright** & Associates Inc.

## DEAN OF GRADUATE STUDIES

UNB is seeking applications and nominations for the position of Dean of Graduate Studies on or before July 1, 2000. The School of Graduate Studies is a University-wide body presiding over 30 Graduate Academic Units (GAU). Some of the GAU's are specific to either the Saint John or Fredericton campus, while most operate jointly between the two campuses. The December 1, 1998, Graduate registrations at UNB consisted of 691 full-time and 470 part-time students. The School has a budget of approximately $1.5m.

Reporting to the Vice-President (Academic) and the Vice-President (Saint John), the Dean of Graduate Studies is responsible for the overall management, governance, quality, planning, strategic development and long term vision of the University's Graduate Education Program. In particular, the Dean's role is to be an academic leader to champion graduate studies supported by the Offices of the President and the Vice-Presidents. The Dean will be required to examine the structure of Graduate Studies at UNB in the light of the Review of the School of Graduate Studies (April, 1997) and to implement appropriate changes in consultation with senior administration. Further information on the School of Graduate Studies may be found at http://www.unb.ca/gradschl/.

The responsibilities of the Dean of Graduate Studies include:

- The formulation and implementation of the policies of the School of Graduate Studies for both UNBF and UNBSJ
- The maintenance of the academic standards and regulations of the School of Graduate Studies
- Advising Departments/Divisions on proposals for new graduate programs
- The development of the budget and the control of expenditures
- Acting as chair of the Executive Committee of the School of Graduate Studies.

The Associate Dean (Graduate Studies) and the Associate Dean (Graduate Studies - Saint John) report to the Dean.

The successful candidate will have a Doctoral degree and a demonstrated commitment to academic research. The Dean should be a leader and have administrative experience within a university. Willingness to implement change and renewal within a collegial environment and an ability to delegate responsibility are essential.

Interested applicants should submit a letter setting out their qualifications and interest in this position accompanied by a current curriculum vitae by **September 1, 1999** for appointment on or before **July 1, 2000** to:

**Dr. Louis P. Visentin**
**Vice-President (Academic)**
**University of New Brunswick**
**P.O. Box 4400**
**Fredericton, NB E3B 5A3**
E-mail: visentin@unb.ca
Fax: (506) 453-4908

*In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity*

UNIVERSITY OF NEW BRUNSWICK

## UNIVERSITY OF CALGARY MARKETING POSITION

The University of Calgary, Faculty of Management, is seeking qualified candidates with a Ph.D., or nearly completed doctorate, for a position in Marketing. The preferred candidate will have a specialism in areas related to business-to-business marketing including services, product management, and sales management. Subject to budget approval, a tenure track position will be available. The search will close on August 31st, 1999. The starting date will be determined by mutual agreement, preferably January 1, 2000.

Candidates should have a research program in place, demonstrate potential for excellence in both scholarly research and teaching and, ideally, have business experience. The successful candidate will be expected to teach at both graduate and undergraduate levels, and offer core courses in marketing as well as electives of his/her choice. The Faculty of Management, an AACSB accredited institution, has specializations in Entrepreneurship, Tourism and Corporate Environmental Management.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

The Faculty of Management will be interviewing at the AMA Summer Marketing Educators' Conference. Interested individuals are asked to submit their curriculum vitae to:
Chair, Marketing Area, University of Calgary,
Faculty of Management, 2500 University Drive NW,
Calgary, Alberta T2N 1N4 Canada

UNIVERSITY OF CALGARY

Web sites: Information on the Marketing Area http://www.ucalgary.ca/mg/mktg/
Other available academic positions: http://www.ucalgary.ca/HR/

www.ucalgary.ca

### INFORMATION TECHNOLOGY

**YORK UNIVERSITY** — As part of a university-wide initiative in information technology, Atkinson College, York University's second largest Faculty, has developed a series of interdisciplinary degree programs which combine information technology with studies in fields such as IT and social issues, health informatics, professional writing and administrative studies. The common core of these programs have been agreed upon among the three York Faculties involved in the development of the programs (Arts, Atkinson and Glendon), which work in concert with one another. The Atkinson ITec Program draws for its specialization on the resources of its departments of Administrative Studies, Mathematics, Nursing, and Science and Technology Studies, as well as on Glendon College's School of Translation. Planned to commence in September 1999, these programs are expected to grow to some 300-400 students in the next few years. At Atkinson, the Core program is administered by the Department of Science and Technology Studies. The position is tenure-track, with rank commensurate with qualifications and experience, and could carry tenure at the outset. Applicants should have a PhD and a strong record of teaching and research related to information technology. Applicants with research interests in one or more of the following areas are especially encouraged to apply: systems analysis; systems design and delivery; information management; data information; organizational structures; risk management; and the economic, historical, philosophical and social implications of IT and its evolving role in society. Given the interdisciplinary nature of the programs, the appointment could be in one or more of the departments of Nursing, Mathematics, Science and Technology Studies, or Administrative Studies. Enquiries and applications, with curriculum vitae, should be sent to: Luigi M Bianchi, ITec Search Coordinator, Department of Science and Technology Studies, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3 (E-mail: lbianchi@yorku.ca). Applicants must also arrange for three letters of reference to be sent to this same address. At least one of the letters should address teaching. More information on the programs can be found at (http://www.yorku.ca/sts/itec.html). A review of applications will begin June 1, 1999, and continue until the position is filled. York University adheres to a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

### JEWISH STUDIES

**MCGILL UNIVERSITY — Jewish Studies/Jewish Teacher Training.** The Faculty of Arts and the Faculty of Education, McGill University invite applications for a tenure stream joint appointment at the entry (Assistant Professor) level. The successful candidate will be qualified to teach courses in the area of Jewish Thought in the Department of Jewish Studies, Faculty of Arts and to Direct the Jewish Teather Training Program in the Faculty of Education. Applicants should submit a letter of application and a 'curriculum vitae' and arrange for three letters of reference to be sent to: Professor Gershon Hundert, Chair, Department of Jewish Studies, McGill University, 3438 McTavish Street, Montreal, Quebec, Canada H3A 1Y9. The last date for applications is November 1, 1999. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. McGill University is committed to equity in employment. The language of instruction at McGill is English but knowledge of French is an asset.

### KINESIOLOGY

**UNIVERSITY OF WATERLOO — The Department of Kinesiology,** University of Waterloo, seeks an outstanding researcher/teacher for a tenure-track position at the level of Assistant Professor who first and foremost presents a strong background in integrative physiology of exercise and/or the work place. This individual is expected to show additional post-doctoral training in the tools of modern mechanistic physiology including molecular techniques or pharmacodynamics that will allow for development of a strong competitive research program. The successful candidate will show the ability to integrate with existing faculty expertise in the areas of cardiorespiratory, skeletal muscle and metabolic physiology. Duties include research, teaching at the undergraduate and graduate level and supervising graduate students. Candidates are expected to compete for grants and contracts to support their research program and graduate students. Salary is commensurate with qualification and experience. The Department of Kinesiology is a expanding clinical applications of its teaching and research through the recently developed Applied Health Sciences Research Clinics. This provides exciting opportunities for collaborative research. Candidates with demonstrated success in collaborative research are encouraged to apply. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this to optimize the health and performance of individuals in work and leisure activities. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/knr/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Arend Bonen, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by FAX: 519-746-6776 or E-mail: abonen@healthy.uwaterloo.ca. Applications will be accepted until the position is filled. The preferred start date for the appointment is September 1, 1999, or earlier. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

**UNIVERSITY OF WINDSOR — Kinesiology.** Applications are invited for a tenure-track position at the rank of Assistant Professor beginning August 1, 1999. The position is in Applied Human Performance with an emphasis on functional capacity and injuries as they relate to the workplace and/or athletic environment. The successful candidate will hold a Ph.D. in Kinesiology or Applied Human Performance and be able to teach undergraduate and graduate level courses in areas like functional anatomy, physiological basis of injury, and clinic kinesiology and rehabilitation. Candidates should have a definite research plan/program with current focus and potential for external funding. Applicants should submit a letter of application, a curriculum vitae, sample course outlines, teaching evaluations, sample of scholarly work, and arrange for three letters of reference to be forwarded, by July 15, 1999 to: Dr. J. Weese, Director, School of Human Kinetics, University of Windsor, Windsor, Ontario, Canada N9B 3P4, Phone: 519/ 253-4232 Ext. 2432; Fax: 519/973-7056; E-mail: jweese@uwindsor.ca. The University of Windsor is committed to equity and diversity in the work place and welcomes applications from Aboriginal persons, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**UNIVERSITY OF WINDSOR** — Applications are invited for a nine-month limited-term position at the rank of Assistant Professor beginning August 15, 1999 and ending May 15, 2000. The successful candidate will hold a graduate degree (Ph.D. preferred) in Kinesiology or Physical Education and be able to teach undergraduate courses in areas like Sociology of Sport, Social Construction of Leisure, and Sociological Issues in Sport Management. The ability to teach Practice, Theory and Activity classes in basketball, hockey, or track and field would be an asset. Applicants should submit a letter of application, a curriculum vitae, sample course outlines, teaching evaluations, sample of scholarly work, and arrange for three letters of reference to be forwarded, by July 15, 1999 to: Dr. J. Weese, Director, School of Human Kinetics, University of Windsor, Windsor, Ontario, Canada N9B 3P4, Phone: 519/ 253-4232 , Ext. 2432; Fax: 519/ 973-7056; E-mail: jweese@uwindsor.ca. The University of Windsor is committed to equity and diversity in the work place and welcomes applications from Aboriginal persons, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

### LIBRARY

**YORK UNIVERSITY LIBRARIES — Assistant Head, Archives & Special Collections.** York University Libraries invite applications for the position of Assistant Head, Archives & Special Collections. Responsibilities include: reference and research, acquisition, appraisal, arrangement, description, preservation and control of archives and special collections; assisting in the development of digital library projects; initiating outreach activities; professional development, research and scholarly work; participation on library committees and service to the University; assisting with the supervision of staff and responsibility for the department in the absence of the Head, Archives and Special Collections. York University is the third largest university in Canada serving a population of approximately 40,000 students from diverse cultures. York University Archives and Special Collections comprises a permanent staff of two archivists and an archives assistant, supplemented with student assistants on a project basis. The Department holds approximately 610 metres of university records, over 1500 metres of private and institutional papers and an extensive collection of non-textual materials. Canadian Studies, particularly the post-Confederation period, is the primary focus of the acquisition of archival material and special collections. Areas of strength include Canadian writers and individuals and organizations associated with the fine arts in Canada, particularly film, dance and theatre. Special collections comprises over 20,000 volumes of published Canadiana, including the Canadian Pamphlet Collection, and other works. Qualifications: Required: A graduate library science/information studies degree with archival concentration accredited by the ALA, or a Masters degree in Archival Studies, or a Masters degree in a related field with archival concentration. Demonstrated experience in acquiring and providing access to archival and special collections. Experience in records/information management and knowledge of issues involved with archiving electronic records, knowledge of computer applications in archives and knowledge of records management systems. Experience in the provision of reference service. Proven ability to provide instruction in varied teaching environments. Excellent oral and written communications skills. Ability to maintain effective working relationships with colleagues, university officers, and donors. Interest in library and university committee responsibilities and ability to manage a diverse workload. Strong public service philosophy combined with a flexible and innovative approach to problem solving. Preferred: Experience in preserving multimedia and electronic records. Knowledge of SGML Encoded Archival Description. Some supervisory experience preferred. Knowledge of French an asset. York University is implementing a policy of employment equity including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. This is an entry-level continuing appointment (tenure track) position to be filled at the Assistant Librarian level and is appropriate for an individual with up to two years experience. This position is included in the York University Faculty Association bargaining unit. The anticipated salary level is mid- 40s depending on experience. Preference will be given to applications received before 2 July 1999. Applications including a covering letter relating qualifications to requirements of the position, a current curriculum vitae and the names of three referees should be sent to: Chair, Assistant Head, Archives & Special Collections Appointment Committee: York University, 340 Scott Library, 4700 Keele Street, Toronto, Ontario M3J 1P3; (416) 736-5451 (fax) Please note that applications should be sent by mail or by fax. We will not accept applications sent by e-mail.

**ST. FRANCIS XAVIER UNIVERSITY — Electronic Resources Librarian.** "An equal opportunity employer." St. Francis Xavier University has an opening for a creative, dynamic, team-player as Electronic Resources Librarian. Reporting to the University Librarian, the incumbent is responsible for management of the library computer systems; development and maintenance of databases, CD-ROM, electronic data, Web resources; development of Xel (the St. F.X. electronic library); working cooperatively with other university staff in management of the University web site; planning for electronic access to information; representing St.F.X. on appropriate Novanet and University committees, as required. Responsibilities also include supervision of technical and shelving staff, collection development in a subject specialty and regular reference shifts. Required is an ALA accredited MLS or equivalent; strong interpersonal and communication skills, demonstrated analytical and problem-solving skills, familiarity with a wide range of library computer applications, the ability to work successfully as part of a team; creativity in public user interface design; working knowledge of Windows NT, database design and various standards (NTML, SQL). Experience with a programming language would be an asset. The St. F.X. Library is a member of the Novanet library consortium with uses the GEAC Advance library system. The Library has a variety of CD-ROM and networked databases, participates in cooperative ventures with other libraries for shared access to digital information, participates in the Data Liberation Initiative and has a strong interest in developing innovative approaches to providing information to its users. The Electronic Resources Librarian manages the Library Systems/Support Services Department, with a staff of three, including one Systems Technician. In accordance with the Librarian's Handbook, this is a full-time, permanent-track position with an initial appointment of two years. The salary is commensurate with experience. In accordance with Canadian Immigration requirements, the advertisement is addressed in the first instance to Canadian citizens and permanent residents. Submit letters of application including relevant background, resume and names and addresses of three current professional references by June 30, 1999 to: Rita Campbell, University Librarian, St. Francis Xavier University, Box 5000, Antigonish, Nova Scotia, Canada B2G 2W5; Phone: (902)867-2267; Email: rcampbel@ stfx.ca; Fax: (902)867-5153

**THE UNIVERSITY OF MANITOBA — The University of Manitoba Libraries** invites Applications for the Position of Reference Librarian/Bibliographer, Reference Services Section, Elizabeth Dafoe Library. Reporting to the Head, Elizabeth Dafoe Library and the Head of Reference Services, the incumbent is responsible for the following: to participate in the development and maintenance of the goals and objectives of the unit, to provide reference assistance to on and off campus students; to plan, prepare and present orientation and bibliographic instruction programs and literature, to be responsible for collection development in specific areas of the general collection, to participate in the development of specific areas of the Reference Collection, to execute literature searches in remote and in-house databases and on the Internet, and to represent the Library on appropriate committees. Qualifications: A Masters degree from an ALA accredited library program. An undergraduate degree in the Humanities or the Social Sciences. A post graduate degree in the Humanities or Social Sciences is preferred. Previous experience in an academic library and familiarity with reference services, bibliographic instruction, and collection development are desired. Knowledge of and experience with the use of microcomputers, database searching and doing research on the Internet is required. Must be highly motivated and self-directed, and have a demonstrated ability to work independently and as part of a team. Excellent communications and interpersonal skills are required to work successfully with patrons and staff in a variety of situations. The successful candidate should have a commitment to professional growth and is expected to participate in professional development activities. Effective Date: August 15, 1999. Rank and Salary Range: Commensurate with qualifications and experience. General Librarian: $32,384 - $42,242 per annum. This position has a two year probationary period. Librarians enjoy academic status and are appointed to one of four ranks: General, Assistant, Associate and Librarian, with possibility of promotion. The University of Manitoba encourages applications from qualified men and women, including members of visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submit application, including resume, salary expectations and the names of three references by June 30, 1999 to: Carolynne Presser, Director of Libraries, The University of Manitoba Libraries, Winnipeg, MB, R3T 2N2.

### MANAGEMENT INFORMATION SYSTEMS

**ATHABASCA UNIVERSITY — Assistant Professor, Management Information Systems.** Athabasca University, Canada's Open University, invites applications for a tenure-track appointment in MIS at the Assistant level in its Centre for Commerce and Administrative Studies, Open School of Business. Courses and programs in this area are delivered primarily via the Internet. Responsibilities include the development, maintenance, teaching, and co-ordination of undergraduate distance education courses in MIS. The ideal candidate should hold a PhD (or be near completion) in MIS or a closely related field. A research profile in MIS or a related area is also required. Preference will be given to candidates with experience in distance or adult education. Athabasca University is located in the town of Athabasca in the beautiful cottage country in North-central Alberta 150 km north of Edmonton with regional offices in Calgary, Edmonton, and Fort McMurray. It delivers university education to approximately 14,000 students a year. Athabasca University maintains an environment that develops and supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian Immigration Department regulations, this advertisement is directed to Canadian citizens and permanent residents. Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to: Ms. Linda Romeo, Office of the President, Athabasca University, 1 University Drive, Athabasca, Alberta T9S 3A3, or fax (780) 675-6450. Further information about this position may be obtained from Dr. S. D. Chowdhury at (780) 675-6602, fax (780) 675-6338 or e-mail shamsudc@athabascau.ca. The position will remain open until a suitable candidate is selected.

### MODERN LANGUAGES

**OKANAGAN UNIVERSITY COLLEGE — Modern Languages,** Kelowna Centre. The Department of Modern Languages in the Faculty of Arts and Education requires a College Professor for the Fall 1999 and Winter 2000 academic terms to teach first and third year Spanish language courses in Kelowna. Preferred qualifications are a Ph.D. in Spanish, Linguistics or Literature, and university-level teaching experience. This is a replacement


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## McGill

## Dean of Management

McGill University invites nominations and applications for the position of Dean of the Faculty of Management. The Dean is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programs, budgets, and all other activities of the Faculty of Management. The appointment will be for a renewable five-year term commencing 1 June 2000. Candidates should have demonstrated scholarly and management experience, with proven leadership quality. Experience and interest in international programs would be an asset, in addition to facility in French (or a willingness to learn).

The Faculty of Management has a high international profile, attracting outstanding students from many countries around the world. It offers many innovative programs, including a Master of International Management for Practising Managers, a Master of Management for National Voluntary Sector Leaders, a combined M D - M.B.A. program jointly with the Faculty of Medicine, and a Master of Manufacturing Management jointly with the Faculty of Engineering. The Faculty has a student enrolment of approximately 1,700 at the undergraduate level and 500 at the graduate level.

Additional information about the Faculty of Management is available on the McGill University web site at www.management.mcgill.ca

McGill University is committed to equity in employment. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Applications will be most useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted by 15 September 1999. Nominations would also be welcome. Applications and nominations should be addressed to:

**Dr. Luc Vinet**
**Vice-Principal (Academic)**
**McGill University**
**845 Sherbrooke Street West**
**Montreal, QC H3A 2T5**

appointment effective August 20, 1999 to April 30, 2000. Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience. Please submit a curriculum vitae and three letters of reference by June 17, 1999 to Competition No. 311FAC99(CB). Employee Relations Division, Okanagan University College, 1000 K.L.O. Road, Kelowna, BC V1Y 4X8 Applications may also be faxed to (250) 862-5475. Please visit our website at: http://www.ouc.bc.ca/jobpostings/. Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.

### MODERN LANGUAGES & LITERATURES

**UNIVERSITY OF WESTERN ONTARIO — Spanish Literature.** The Department of Modern Languages and Literatures invites applications for an eight-month limited duties position beginning September 1, 1999 to April 30, 2000 in Siglo de Oro Spanish Literature. Teaching responsibilities will be at the undergraduate and graduate level. Applicants must have a Ph.D. in hand, native or near-native command of both Spanish and English, and university-level teaching experience in language and literature. Deadline for applications: 15 July, 1999 Send curriculum vitae and three letters of reference to: Dr. Marjorie Ratcliffe, Chair, Modern Languages and Literatures, University College, The University of Western Ontario, London, Ontario, Canada, N6A 3K7 (Fax: 519/661-4093). Positions are subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified women, members of visible minorities, aboriginal persons, and persons with disabilities.

### MOLECULAR BIOLOGY

**UNIVERSITY OF MANITOBA** — Postdoctoral positrons are available in the breast cancer research group to work on estrogen action, growth factor action and molecular pathology. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. The University exercises a Canadian-first policy; however, non-Canadians are encouraged to apply. Please send or e-mail a cover letter, CV and the names, addresses and telephone numbers of three references to: Dr. L. Murphy, Department of Biochemistry & Molecular Biology, Faculty of Medicine, University of Manitoba, 770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3. Fax: (204) 789-3900; Telephone: (204)789-3233; e-mail: lmurphy@cc.umanitoba.ca

### MUSIC

**MCGILL UNIVERSITY —** The Department of Theory is inviting applications for a one year, non-tenure-track appointment at the rank of Faculty Lecturer. The appointment will start on September 1, 1999, and will normally be renewable annually to a maximum of three years. Applicants should hold a PhD But those close to completion are encouraged to apply. Preference will be given to applicants with a specialisation in 20th century music who are able to teach a course on mathematical models for music analysis. Duties will entail the teaching of undergraduate theory courses at all levels, including the teaching of qualifying year theory courses for graduate students Applicants should submit a curriculum vitae and statement of research interests, and arrange to have three letters of reference sent to: Prof. Bruce Minorgan, Chair, Department of Theory, Faculty of Music, McGill University, 555 Sherbrooke Street West, Montreal, Quebec, H3A 1E3. Deadline: July 31, 1999 or when the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

### NEUROLOGICAL SCIENCES

**UNIVERSITY OF ALBERTA — Toupin Chair in Neurological Sciences.** The Division of Neurology in the Department of Medicine, University of Alberta, invites applications for the Henri M. Toupin endowed chair in Neurological Sciences. Applicants will be either MD or PhD scientists with a record of accomplishment in Neurological Science. The successful applicant will be expected to establish and develop research and educational programs that improve the care of patients with neurological problems. This senior academic appointment will be at the associate or full professor rank and carry with it an appropriate research supplement and the privileges and benefits of the academic rank. For clinical scientists, additional professional income at a competitive level will be an option. The University of Alberta is a leading research intensive university in Canada. The Faculty of Medicine and Dentistry has a large variety of research initiatives unique in Canada and providing excellent collaborative opportunities. The Department of Medicine attracts over $12M in research support annually and the presence of the Alberta Heritage Foundation for Medical Research has spawned the development of world class research and facilities. Applications complete with curriculum vitae and the names and addresses of three professional references familiar with the candidate's qualifications should be submitted by August 1, 1999 to: The Chair, Toupin Chair Search Committee, Department of Medicine, Room 2F1.30 WMC, University of Alberta, 8440 - 112 Street, Edmonton, Alberta T6G 2B7. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

### NURSING

**UNIVERSITY OF MANITOBA — Lecturers.** Qualified applicants are being sought for six two-year term positions, and one, one-year term position all the rank of Lecturer in the baccalaureate degree programs in the areas of: Community Health Nursing (one position lorated in the city of Winnipeg); Medical Nursing and Health Assessment (two positions located in the city of Winnipeg); Maternal-Child Nursing (one position located in the city of Winnipeg); Patient Care Laboratory Coordinator (one position located in the city of Winnipeg); Professional Nursing Foundations (one position located in the city of Brandon); Medical-Surgical Nursing and Professional Foundations (one position located in the community of Norway House) (Note this is a one-year term position). Position: Successful applicants will serve as Course Leaders in the academic development, delivery and evaluation of undergraduate nursing courses; integrate scholarship into clinical and classroom teaching; participate in professional or community organizations. Successful applicants may be required to offer courses by various distance education modalities to Faculty of Nursing Program Sites throughout the province. Starting salary will be in the range of $32,063- $49,051 commensurate with qualifications and experience. (Position in Norway House will also include Northern Living Allowance.) Qualifications: A Master's degree in Nursing; or a Baccalaureate degree in Nursing and a Master's degree in a related discipline; or a Baccalaureate degree in Nursing and course work completed toward a Master's degree in Nursing or a related discipline; Registration or eligibility for registration in the Manitoba Association of Registered Nurses; Teaching experience at the undergraduate level; Competence as a practitioner in area of nursing expertise; Excellent communication and interaction skills necessary to foster collegial relationships with health care agencies; Scholarly capabilities; For Norway House: Experience working with Aboriginal students; ability to communicate in the Cree language preferred; and nursing experience in northern Manitoba preferred. The University of Manitoba encourages applications from qualified men and women, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. The closing date for applications is July 15th, 1999. Please send a letter of application, curriculum vitae and the names, addresses, telephone and fax numbers of three references to: Dr. David Gregory, Acting Dean, Faculty of Nursing, The University of Manitoba, Winnipeg, MB, R3T 2N2, Fax: (204) 474-7500. Visit our website at: www.umanitoba.ca/faculties/nursing.

**UNIVERSITY OF MANITOBA — Lecturer-Rural Health Nursing.** A qualified applicant is being sought for one renewable two-year term position at the rank of lecturer in Rural Health Nursing for the Brandon off-campus delivery site for the Faculty of Nursing's four-year baccalaureate degree program. Position: Reporting to the Associate Dean for Undergraduate Programs, the successful applicant will be expected to provide the required leadership to develop the Brandon site as the Centre for Rural Nursing Education in Manitoba; to develop rural nursing courses unique to the Brandon site, to teach, serve as a resource for course leaders and be responsible for ongoing integration of rural content into courses; to provide administration, explore options for students in rural nursing at the Brandon site and liase with the Regional Health Authorities and agencies to foster ongoing collaboration with the University of Manitoba. The successful applicant may be required to offer courses by various distance education modalities to Faculty of Nursing program sites throughout the province. The salary range is $32,063 - $49,051. Starting salary will be commensurate with qualifications and experience. Qualifications: A Master's degree in Nursing; or a Baccalaureate degree in Nursing and a Master's degree in a related discipline or; A Baccalaureate degree in Nursing and course work completed toward a Master's degree in Nursing or a related discipline; Registration or eligibility for registration in the Manitoba Association of Registered Nurses; Teaching experience at the undergraduate level; Excellent communication and interpersonal skills necessary to foster collegial relationships with health care agencies; Management experience in nursing or nursing education preferred; Rural Nursing experience preferred. The University of Manitoba encourages applications from qualified men and women, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. The closing date for applications is July 15th, 1999. Please send a letter of application, curriculum vitae and the names, addresses, telephone and fax numbers of three references to: Dr. David Gregory, Acting Dean, Faculty of Nursing, The University of Manitoba, Winnipeg, MB, R3T 2N2, Fax: (204) 474-7500. Visit our website at: www.umanitoba.ca/faculties/nursing.

**UNIVERSITY OF MANITOBA — Lecturer — Northern Nursing Education Coordinator.** A qualified applicant is being sought for one renewable two-year term position at the rank of lecturer. The successful applicant will serve as the on-site Northern Nursing Education Coordinator, for the Faculty of Nursing's four-year baccalaureate degree program. The position is to be based at Keewatin Community College in The Pas, Manitoba. Position: Reporting to the Associate Dean for Undergraduate Programs, the successful applicant will be expected to provide strong leadership and to administer the Faculty of Nursing's baccalaureate program located in the north, including The Pas, Thompson and Norway House, Manitoba; the successful applicant will ensure planning, coordination and consultation across the north and among various stake holder groups; address issues related to student recruitment and retention, clinical placements and curriculum planning and implementation; participate in teaching and the development of regional specific curriculum variations; coordinate distance education initiatives; and manage the future expansion of northern education. The successful applicant may be required to offer courses by various distance education modalities to Faculty of Nursing Program sites throughout the province. The salary range is $32,063 - $49,051 plus Northern Living Allowance. Starting salary will be commensurate with qualifications and experience. Qualifications: A Master's degree in Nursing; or a Baccalaureate degree in Nursing and a Master's degree in a related discipline; or a Baccalaureate degree in Nursing and course work completed toward a Master's degree in Nursing or a related discipline; Registration or eligibility for registration in the Manitoba Association of Registered Nurses; Teaching experience at the undergraduate level; Excellent communication and interpersonal skills necessary to foster collegial relationships with health care agencies; Management experience in nursing education preferred; Experience working with Aboriginal students; ability to communicate in the Cree language preferred; and nursing experience in northern Manitoba

## Master of Health Studies Part-Time Sessional Instructors

Athabesca University's new interdisciplinary Master of Health Studies program requires sessional instructors to create a stimulating collaborative on-line learning experience for students. This new degree provides professionals from various health backgrounds with the skills to discern the emerging trends in health care and to anticipate the direction health care might take in the future. The focus is on leadership, stressing interdisciplinary team work, change and risk management, the analysis and development of health and social policy, and the formulation and management of project and program proposals, all essential skills for today's leaders who anticipate tomorrow's needs.

All courses are offered on the Internet, using the WebCT platform. Instructors facilitate learning in a maximum academic/student ration of 1:30. Our instructors have an enthusiasm for helping adult students learn through facilitating challenging group activity, and are committed to providing a high level of service. They share the excitement of working together to create and develop an effective on-line interactive program.

Our sessional instructors are experts in their discipline with relevant work and teaching experience. Normally employed at a "conventional" institution, they bring a diversity of backgrounds that contribute strongly to the high quality expected by our students.

The program has opportunities for faculty in the following areas: Foundations of Health Systems; Policy Analysis & Development Planning; Management & Evaluation of Health Systems; Development of Project and Program Proposals Health Informatics; Leadership Skills; Research Methods.

If you think you might fit well in this learning environment, we would like to hear from you. Send us a full copy of your CV in electronic format by email to cherylb@athabascau.ca. If you require more information, please contact: Cheryl Belay, Centre for Nursing and Health Studies, 1 University Drive, Athabasca, AB, T9S 3A3 or call (780) 675-6300.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities.

**In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.**

Athabasca University
Canada's Open University™

## Endowed Chair Mixedwood Ecology and Management

*The University of Northern British Columbia is a new Canadian university which opened in 1994. UNBC is in its fourth year of operation with approximately 2,200 full-time equivalent undergraduate and graduate students in 40 academic programs. We have a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 75,000). We offer an unbeatable combination ... a strong mandate for growth ... a modern and comprehensive campus ... and a wonderful setting in the heart of B.C.*

*The University of Northern British Columbia recently completed a strategic planning process - "Planning for Growth". This plan will direct the future of UNBC for the next five years.*

Applications are invited for an Endowed Chair in Mixedwood Ecology and Management, a new position at the University of Northern British Columbia. In British Columbia, there is urgent need to develop new knowledge, silvicultural prescriptions, and operational techniques to manage northern interior forests in a manner consistent with their ecology as mixed-species Systems. Toward that end, Forest Renewal BC and Slocan Forest Products Ltd. have provided funding to establish an internationally recognized program in mixedwood ecology and management. As leader of this exciting new program, the Chair will develop and implement research to increase ecological understanding of northern mixedwood forest systems and apply that information in teaching, extension, and demonstration projects with a variety of collaborators. Opportunity exists for the Chair to have a significant and positive impact on future practices in northern forests, thereby promoting the intelligent, responsible, and sustainable management of a diversity of forest resources.

As a member of the College of Science and Management, the Chair will have a faculty appointment in the Forestry Program, with ample opportunity to participate with an energetic, supportive, and productive team of scholars. S/he will have access to superior research facilities in a new Enhanced Forest Laboratory currently being constructed on the UNBC main campus. Other advantages include location in a modern, award-winning campus surrounded by forests and on-site up-to-date analytical laboratory and GIS facilities. The University is a partner in two research forests. The University of Northern British Columbia has excellent working relationships with industry, First Nations, government agencies, and other partners in the region. Basic funding to support the program's facilities, staff, and activities will be provided through the endowment. Part of the mandate for the Chair is to secure additional funding to sustain a high-profile program of research and extension.

The successful candidate will have a Ph.D. and a strong record of demonstrated excellence in research, extension, and teaching. S/he will be known internationally for career accomplishments emphasizing northern forests, mixedwood management, silviculture, and/or ecosystem management. A successful record of obtaining research and operating grants from a variety of sources is required as is a demonstrated record of scholarship. Strong quantitative skills are required. Preferred qualifications include eligibility for the rank of full professor, and national or international stature in northern forest research. Preferred candidates will have hands-on experience in addressing forest management problems or policies, and prior involvement in the development and delivery of extension or continuing education courses. Experience with "distance education" facilities and methods, including the World Wide Web, is an advantage.

Salary and rank are commensurate with qualifications and experience. The closing date for applications and nominations is August 15, 1999. Please forward your curriculum vitae and names and addresses of three references (including telephone and fax numbers) to: **Dr. Deborah Poff Vice-President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9 Fax: (250) 960-7300. Inquiries maybe made to: Dr. Winifred Kessler, Chair of the Forestry Program, phone: (250) 960-6661 or by email ot winifrnd@unbc.ca.**

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

SLOCAN GROUP
FOREST RENEWAL BC

## ASSISTANT PROFESSOR CURRICULUM STUDIES (BUSINESS EDUCATION)

The Department of Curriculum Studies at the University of British Columbia invites applications for a full-time, tenure-track position at the assistant professor level with a focus on business education. The appointment will become effective July 1, 1999, subject to final budgetary approval.

The Department offers programs leading to the PhD, M.A and M.Ed. degrees, as well as a B.Ed. degree with teacher certification. Programs and courses within the Department of Curriculum Studies cover all of the school curriculum areas with the exception of languages, and department members and students work in a collaborative, multi-disciplinary environment.

Candidates should have a doctoral degree, a well-defined research program, relevant teaching experience in business education or related areas at the elementary or secondary school level, and a record of research and publication. Areas of particular interest to the Department include the implications of technological change for business education, critical analysis of the social and technical relations of work and the workplace, entrepreneurship, career preparation, and transition from school to work. Responsibilities will include teaching courses at the undergraduate and graduate levels, supervising graduate students and student teachers, developing and maintaining relationships with the business education community, in the school system, and maintaining an active program of research and publication. Salary will depend upon the successful candidate's qualifications and experience.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The closing date for applications is **October 15, 1999.**

A letter of application, a curriculum vitae, the names, addresses, and phone/fax numbers of three referees, a statement of research interests, and one or more published papers should be sent to:

**Dr. David Robitaille, Head**
**Department of Curriculum Studies**
**Faculty of Education**
**The University of British Columbia**
**2125 Main Mall**
**Vancouver, B.C. V6T 1Z4**

# Endowed Chair
# Forest Growth and Yield

*The University of Northern British Columbia is a new Canadian university which opened in 1994. UNBC is in its fourth year of operation with approximately 2,200 full-time equivalent undergraduate and graduate students in 40 academic programs. We have a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 75,000). We offer an unbeatable combination ... a strong mandate for growth ... a modern and comprehensive campus ... and a wonderful setting in the heart of B.C.*

*The University of Northern British Columbia recently completed a strategic planning process - "Planning for Growth". This plan will direct the future of UNBC for the next five years.*

Applications are invited for an Endowed Chair in Forest Growth and Yield, a new position at the University of Northern British Columbia. In British Columbia there is urgent need to improve the growth and yield information base, predictive capability, and modeling tools for interior species and stand types in relation to silviculture systems and treatments. Accurate prediction of forest growth and yield underlies nearly every important decision concerning forest management, and is essential for the future stability and sustainability of the forest industry and resource-dependent communities. Toward that end, Forest Renewal BC and West Fraser Timber Co. Ltd. have provided funding to establish an internationally recognized program in forest growth and yield. As leader of this exciting new program, the Chair will create a regional center for research and development excellence in forest growth and yield. The Chair will address growth and yield issues and needs in boreal, subboreal, interior montane, and north coast forests. Cooperating closely with growth and yield experts at the University of British Columbia and the BC Forest Productivity Council, the Chair will make a significant contribution to the intelligent, responsible, and sustainable management of the province's forests.

As a member of the College of Science and Management, the Chair will have a faculty appointment in the Forestry Program with ample opportunity to participate with an energetic, supportive, and productive team of scholars. S/he will have access to superior research facilities in a new Enhanced Forest Laboratory currently being constructed on the UNBC main campus. Other advantages include location in a modern, award-winning campus surrounded by forests and on-site up-to-date analytical laboratory and GIS facilities. The University is a partner in two research forests. The University has excellent working relationships with industry, First Nations, government agencies, and other partners in the region. Basic funding to support the program's facilities, staff, and activities will be provided by the endowment. Part of the mandate of the Chair is to secure additional funding to sustain a high-profile program of research and extension.

The successful candidate will have a Ph.D., strong quantitative skills, and a strong record of demonstrated excellence in research, extension and teaching. S/he will be known internationally for career accomplishments emphasizing forest growth and yield, biometrics, or stand dynamics. A successful record of obtaining research and operating grants from a variety of sources is required, as is a demonstrated record of scholarship. Eligibility for the rank of full professor is preferred. Also preferred is a range of hands-on experience in addressing forest management problems or policies, and prior involvement in the development and delivery of extension or continuing education courses. Experience with "distance education" facilities and methods, including the World Wide Web, is an advantage.

Salary and rank are commensurate with qualifications and experience. Applications received before August 15, 1999 will be given full consideration. Please forward a curriculum vitae and names and addresses of three references (including telephone and fax numbers) to: **Dr. Deborah Paff, Vice President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax (250) 960-7300. Inquiries may be made to: Dr. Winifred Kessler, Chair of the Forestry Program, phone: (250) 960-6661 or by email at winifred@unbc.ca.**

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNBC
University of Northern British Columbia

West Fraser · Slocan Group · Forest Renewal BC

# Lakehead
UNIVERSITY

## ASSISTANT PROFESSOR
## WOMEN'S STUDIES

The Women's Studies Program at Lakehead University invites applications for a Tenure Track appointment at the rank of Assistant Professor commencing August 1, 1999, subject to budgetary approval.

Candidates should have a completed PhD in Women's Studies or a related field as well as demonstrate, or show strong potential for excellence in research and teaching.

Lakehead University currently offers a Minor in Women's Studies at the undergraduate level, and a Collaborative Graduate Program with Specialization in Women's Studies at the Master's degree level. We are looking for a dynamic individual with strong interdisciplinary training to contribute to our current program and assist with future program development. The successful candidate would be expected to team-teach our core courses "Introduction to Women's Studies" and "Development of Feminist Thought," the graduate feminist theory and methodology course, and to develop and offer courses related to their own areas of specialization.

Letters of application should include a complete curriculum vitae, a statement of the scope of the candidate's interdisciplinary teaching and research interests, and a sample of the candidate's written work. In addition, candidates should arrange to have three letters of reference sent directly to:

Dr. Dave Kemp, Acting Dean of Arts & Science
Lakehead University, 955 Oliver Road, Thunder Bay, Ontario P7B 5E1

Preference will be given to applications received by July 1, 1999.

*This advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities. For academic information, please contact: Dr. Helen Smith, Coordinator, Women's Studies Program, Lakehead University, Tel: (807) 343-8581; E-mail: helen.smith @lakeheadu.ca.*

# LIBRARIES 2000

The year 2000 conference will address some of the major issues confronting academic librarians & libraries in the new millennium.

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## Challenges for Academic Librarians & Libraries in the New Millennium

University of Alberta
Edmonton

## Department of Pharmacology

The University of Alberta invites applications from suitably qualified candidates for a tenure track position at the level of Assistant Professor to contribute to the research and teaching endeavors in the Department of Pharmacology. The Department has particular strengths in the areas of neuropharmacology of the peripheral and central nervous systems, cancer biology and experimental therapeutics, toxicology, cardiovascular pharmacology and drug delivery. There are currently 21 faculty in the Department of Pharmacology, most of whom have their research laboratories on the ninth floor of the Medical Sciences Building. Several faculty members occupy research laboratories in the adjacent Heritage Medical Research Centre. The Department maintains a strong research profile and receives funding from the Faculty of Medicine and Dentistry as well as provincial, national and international sources. These funds not only support the operating costs of ongoing research programs but also provide salary support for doctoral and post-doctoral trainees and technical staff.

The successful applicant will be nearing completion of his/her postdoctoral studies and will have clear evidence of scientific accomplishment relevant to the research areas of the Department. Those with interests in other areas of the discipline are also encouraged to apply. Although some initial start-up funds will be available, the position will ultimately be funded through external agencies. The granting of these awards is by competition and is made on the basis of merit. The incumbent will enjoy the privileges of the University academic rank of Assistant Professor that has a salary range for 1999-2000 of $42,054 - $59,526, plus benefits.

Applications, including a curriculum vitae, a statement of research interests and objectives, together with the names of three referees, should be sent by July 15, 1999 to:

Dr. A.S. Clanachan, Professor and Chair
Department of Pharmacology
University of Alberta
Edmonton, Alberta
Canada, T6G 2H7

Visit our website at
www.pmcol.ualberta.ca

*The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.*

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preferred. The University of Manitoba encourages applications from qualified men and women, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. The closing date for application is July 15th, 1999. Please send a letter of application, curriculum vitae and the names, addresses, telephone and fax numbers of three references to: Dr. David Gregory, Acting Dean, Faculty of Nursing, The University of Manitoba, Winnipeg, MB, R3T 2N2, Fax: (204) 474-7500. Visit our website at: www.umanitoba.ca/faculties/nursing.

**UNIVERSITY OF MANITOBA — The Faculty of Nursing** invites applications for six tenure-track positions to begin September 1, 1999. Rank will be at the Assistant Professor level. These positions are: Advanced Practice Nursing (Acute Care); Womens Health Across the Lifespan; Physiological/Medical-Surgical Nursing; Health and Illness in Children; Distance Education; Health Promotion and Prevention of Illness in the Community. Duties include: maintaining an ongoing program of research or clinical scholarship; teaching nursing courses at the undergraduate and graduate levels in the area of expertise; participating in the thesis/practicum supervision of graduate students in the Master of Nursing program; participating in Faculty, University, and professional activities; and, where relevant, practicing in area of clinical expertise. Successful applicants may be required to offer courses by various distance education modalities to Faculty of Nursing Program sites throughout the province. Qualifications: PhD (Earned or course work completed) for Womens Health Across the Lifespan, Physiological/Medical-Surgical Nursing, Distance Education, Health and Illness in Children, Health Promotion and Prevention of Illness in the Community. Consideration will be given to non-Canadian applicants who hold an earned PhD. Additional qualifications include: evidence of advanced research training and development of an ongoing research and publication program; effective teaching and communication skills; evidence of clinical expertise and scholarship where relevant; registration or eligibility for registration in the Manitoba Association of Registered Nurses; and demonstrated ability to establish collegial relationships. PhD preferred and current national certification required for Advanced Practice Nursing position. The University of Manitoba encourages applications from qualified men and women, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. The salary range for Assistant Professor is $41,277-$63,134. Starting salary is dependent upon qualifications and experience. The closing date for applications is July 15th, 1999. Please send a letter of application, curriculum vitae and the names, addresses, telephone and fax numbers of three references to: Dr. David Gregory, Acting Dean, Faculty of Nursing, The University of Manitoba, Winnipeg, MB, R3T 2N2, Fax: (204) 474-7500. Visit our website at: www.umanitoba.ca/faculties/nursing.

### OCCUPATIONAL THERAPY

**DALHOUSIE UNIVERSITY — School of Occupational Therapy.** Applications are invited for a full-time probationary tenure track position at the assistant professor level, for PhD completed or in progress. Duties of the position combine research, teaching, and administration. A background in occupational therapy, social science, medical science, or rehabilitation engineering is required. The successful applicant will have an interest in daily living problems of disabled, elderly, or other populations. This position is subject to budgetary approval. Dalhousie's School of Occupational Therapy is dynamic, growing, and situated in a visionary Faculty of Health Professions. Started in 1982 with an honours undergraduate program, the School launched its graduate program in 1998 through distance learning to meet Atlantic Region, national and international needs in occupational therapy. Faculty interests are diverse and linked through interests in occupation. Halifax is a small, international historic city located on the Atlantic Ocean, with substantial lifestyle advantages such as music, theatre, festivals, ocean beathes, hiking, camping, fishing, whale watthing, and good schools and universities. Applications will be accepted until the position is filled. Letter of interest, curriculum vitae, proof of occupational therapy license (if applicable), names and e-mail addresses of three academic or professional referees to: Elizabeth Townsend, PhD, O.T.(C), Reg. N.S., Professor and Director, School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia, Canada B3H 3J5; Ph: 902-426-2615; fax: 902-494-1229; e-mail: lizatownsend@dal.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encouages applications from Aboriginal peoples, persons with a disability, racially visible persons and women.

### PALEONTOLOGY

**UNIVERSITY OF ALBERTA — Vertebrate Paleontologist.** The Department of Earth and Atmospheric Sciences and the Department of Biological Sciences are seeking a Vertebrate Paleontologist who has a demonstrated interest in research on fossil tetrapods. This appointment will complement and enhance the existing strengths in evolutionary biology, systematics, and paleontology of fishes and invertebrates that already exist in these departments. Both departments are exceptionally well equipped and extensive collections of vertebrate fossils already exist. The Department of Earth and Atmospheric Sciences and the Department of Biological Sciences have international reputations for excellence in teaching and research. The successful candidate will be expected to teach courses at the undergraduate and graduate level. The successful candidate will also be expected to enhance that reputation by establishing an innovative and rigorous, and externally funded research program that will include the supervision of MSc and PhD candidates and interaction with other faculty members who are engaged in related research programs. Field experience would be an asset. Detailed information on the faculty and facilities in these departments can be found on the Word Wide Web at: www.ualberta.ca/EAS and www.biology.ualberta.ca. The appointment for this position will be at the Assistant Professor level. Applicants must hold a PhD degree at the time of appointment and have a proven research record, and demonstrate excellence in teathing. The appointment will commence on January 1, 2000 provided that a suitable candidate can be found. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a resume and a statement of research interests and teathing philosophy, should be addressed to: Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, T6G 2E3, Canada. Fax: (780) 492 8190. Applications by e-mail will be declined. Applicants must also arrange for three letters of reference to be sent to the Chair. Deadline for receipt of applications and letters of reference is September 21, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

### PHYSICAL & HEALTH EDUCATION

**QUEEN'S UNIVERSITY — School of Physical and Health Education.** Faculty Position in Physiology of Exercise. The School of Physical and Health Education at Queen's University, Kingston, invites applications for a tenure track position at the rank of Assistant Professor. The appointment will commence July 1, 2000, subject to negotiation. The successful candidate will hold a Ph.D. in the physiological aspects of exercise with a strong theoretical background in exercise physiology, exercise biochemistry, nutritional science or related areas. The School maintains a balanced undergraduate program with strong physical and social science components. Both

# Lakehead
UNIVERSITY

## SECONDARY SCIENCE EDUCATION
## FACULTY OF EDUCATION

The Faculty of Education invites applications for a tenure-track appointment in Science Education commencing August 1, 1999. The Faculty of Education has 26 full-time faculty members and offers Pre-service, Masters of Education, In-service, Native Teacher Education, and Native Language Instructors' Programs. A proposal for a joint PhD program has been formulated and is in process.

Normal qualificarions for rhis position include an earned docrorate in Biology/General Science Education. Candidares shall have documented evidence of successful secondary teaching experience and should possess or show evidence of the ability to develop a research program in Science Education. Responsibilities include teaching undergraduate and graduate students, and supervision of studenr reaching and graduate students.

Applications should be accompanied by a detailed curriculum vitae and the names and addresses of at least three referees. This position is subject to budgetary approval. Applications should be submitted to:

**Dr. Fentey Scott, Acting Dean**
**Faculty of Education, Lakehead University, 955 Oliver Road**
**Thunder Bay, Ontario P7B 5E1**
Phone: (807) 343-8199; Email: deaned@sky.lakeheadu.ca

Applications received by **June 30, 1999** will be given preference.

*In accordance with Canadian Immigration regulations this advertisement is directed first to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.*

## Dean, Faculty of Arts
## *Wilfrid Laurier University*

Applications and nominations are invited for the position of Dean of Arts at Wilfrid Laurier University. The appointment will commence on January 1, 2000, or as soon thereafter as possible.

The Faculty of Arts will be a new Faculty created by the recent decision of Wilfrid Laurier University to divide its longstanding Faculty of Arts and Science into two. The Faculty of Arts will consist of the Departments of Archaeology & Classical Studies, English, Geography & Environmental Studies, History, Languages & Literature, Philosophy, Political Science, Religion & Culture, and Sociology & Anthropology, as well as Programs in Canadian Studies, Communication Studies, Development & International Studies, Fine Arts, Theatre, Urban Studies, and Women's Studies.

The first Dean of Arts will be in a unique position to fashion a vision and focus for the new Faculty. The Dean is expected to provide leadership, and represent the interests of the Faculty within the Institution and at large. Candidates should have teaching and administrative experience in a university setting, a substantial record of scholarly publication, and the capacity to work constructively with members of the Faculty and with other senior University administrators. Deanal appointments are for five-year terms and are renewable.

Located in the twin cities of Waterloo and Kitchener, Ontario, Wilfrid Laurier University has an enrolment of approximately 6700 full-time students and 1700 part-time students in its Faculties of Arts, Science, Music, Social Work, Graduate Studies, and the School of Business and Economics. The University offers undergraduate, Masters and Doctoral degrees. It has an annual operating budget of over $60 million, and employs over 1000 faculty and staff.

Applications and nominations, together with a current curriculum vitae and the names of three referees, should be forwarded by August 15, 1999 to:

Dr. Rowland Smith, Vice-President: Academic
Chair, Search Committee (FA)
Wilfrid Laurier University
75 University Avenue West
Waterloo, Ontario N2L 3C5

*In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men. Additional information on Laurier can be found on the World Wide Web (http://www.wlu.ca).*

# PRESIDENT
# BRANDON UNIVERSITY

Brandon University, now celebrating its 100th anniversary, is seeking a new President to take office on the retirement of the current President effective August 1, 2000.

Based on its long-term commitment to teaching, research and community service, Brandon University currently serves some 3000 full and part-time students on and off campus. As a nationally recognized post-secondary institution, Brandon University is a leader in providing high quality liberal education to undergraduate students in arts, sciences, education, music and health sciences, in addition to providing innovative and award-winning outreach programs. Faculty research and scholarship support Brandon University's reputation for excellence in undergraduate teaching. In addition to a personalized learning environment for undergraduate students, Brandon University also provides students with a number of opportunities to pursue selected professional and Master's programs.

With an operating budget in excess of $22 million, the University has a complement of 400 faculty and staff members working in a pleasant, physical environment including modern buildings and a recently renovated heritage building.

Within easy driving of Riding Mountain National Park, Winnipeg and the United States border, Brandon is one of the fastest growing cities in Western Canada. The city itself is located on the banks of the Assiniboine River and is in close proximity to beautiful Spruce Woods Provincial Park and Recreational Area. Traditional prairie roots combined with forward thinking and progressive economic development are hallmarks of Brandon and the surrounding region.

The President and Vice-Chancellor, as the Chief Executive Officer of the University, is a member of the Board of Governors and Chair of Senate. The President is the key academic and administrative leader of the University with general responsibility for the operations of the University including its academic and financial affairs supported by Vice-Presidents of Academic and Research and Administration and Finance. The President has such other powers and duties as are assigned by the Board of Governors under the Brandon University Act.

Candidates must possess a respected record of academic and administrative credentials, and extensive experience in a leadership role within an organization of comparable orientation, size, and complexity. The successful candidate for this position will be an ambassador for Brandon University performing key leadership, managerial, and ceremonial functions associated with a post-secondary institution. He/she will have the enthusiasm and ability to interact effectively with, and understand the needs of faculty, staff and students.

Candidates must possess the ability to position Brandon University in a competitive market place for funding, research opportunities, and student recruitment. He/she will foster and build relationships with the community as well as with all levels of government.

The initial term of appointment is for five years and may be renewed by mutual agreement. Applications should include full curriculum vitae and the names of three referees. Nominations should include a brief outline of the qualifications and accomplishments of the individual. Documentation should be submitted to the address below. The Presidential Search Committee will begin its review of candidates in July 1999.

Chair
Presidential Search Committee
c/o Human Resources
Brandon University
Brandon, MB R7A 6A9

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Brandon University is an equal opportunity employer.

For more information visit Brandon University's website: www.brandonu.ca.

*The* UNIVERSITY *of* WESTERN ONTARIO

## Department of Obstetrics & Gynaecology

Tha Department of Obstetrics & Gynaecology, The University of Western Ontario invite applications from qualified individuals for the position of Division Head, Reproductive Endocrinology and Infertility Program and Director of the Royal College Residency Training Program in this subspecialty. The candidates must either hold or be eligible to hold a license to practice medicine in the Province of Ontario and have specialty recognition in Obstetrics & Gynaecology by the Royal College of Physicians and Surgeons of Canada. The candidate must be committed to supporting the Educational and Research Initiatives of the Department.

The successful candidate will hold a faculty appointment at an appropriate rank in tha Department, The University of Western Ontario. We offer an excellent academic environment, research facilities and support for clinical activities.

The Department office may be contacted at (519) 685-8439, for any further information that may be required.

Applications with detailed Curriculum Vitae and addresses of three referees should be submitted to:

**Dr. J.K. Milne, Chair/Chief**
**Department of Obstetrics & Gynaecology**
**The University of Western Ontario**
**C510, LHSC-WC, 800 Commissioners Road East**
**London, Ontario N6A 4G5**
Fax: (519) 685-8515

The closing date for applications will be **July 1, 1999.**

Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and person with disabilities.

M.Sc. and Ph.D. degrees are offered in the area of physiology of exercise. The successful candidate must demonstrate strong teaching skills at both the undergraduate and graduate levels. Current undergraduate course offerings include physiology-based teaching units in the following areas: basic exercise physiology, fitness testing and lifestyle counseling, clinical exercise physiology, conditioning of athletes, nutritional aspects of sport and health promotion, aging and human growth and development. Current graduate courses provide advanced coverage of metabolic, cardiorespiratory and endocrine responses to acute exercise and physical conditioning and the use of exercise to prevent/treat chronic diseases. The successful candidate must provide evidence of strong research training and scholarly productivity, and an ability to secure external funding. It is expected that the successful candidate will develop an independent research program and also contribute to the School's collaborative research activities. Research skills should complement but not duplicate the School's current emphasis on metabolic and cardiorespiratory assessments of different exercising populations. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified men and women, including, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Letters of application, together with a curriculum vitae and names of three referees should be submitted by August 31, 1999. Dr. Joan M. Stevenson, Director, School of Physical and Health Education, Queen's University, Kingston, Ont. K7L 3N6; e-mail: stevens@post.queensu.ca; Telephone: (613) 533-6000 ext. 7-4717 Fax: (613) 533-2009

### PHYSICS

**UNIVERSITY OF WATERLOO — The Department of Physics**, University of Waterloo, invites applicants for a tenure-track position at the Assistant Professor or Junior Associate Professor level in the field of experimental laser physics, with applications in one or more of the following areas: ultrafast phenomena, materials processing, biomaterials, particle trapping and manipulation, to begin in January 2000. Candidates in all areas of laser physics will be considered. Further information about the Department can be found on our WEB page http://www.science.uwaterloo.ca/physics. Applicants must have a Ph.D. degree, a record of research accomplishments normally achieved through postdoctoral experience, and promise for excellence in teaching. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be received by August 16, 1999 and addressed to Dr. D. Strickland, Laser Physics Search Committee, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, TEL: (519) 888-4567, Ext. 6831; E-mail: PHYSICS@UWATERLOO.CA. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

### PLANT SCIENCE

**MCGILL UNIVERSITY — Plant Science: Agriculture and the Environment**, Assistant Professor. McGill University's Faculty of Agricultural and Environmental Sciences (Department of Plant Science) invites applications for a tenure-track position at the Assistant Professor level, effective January 1, 2000. The successful candidate will be expected to conduct research and teach in the area of agriculture and the environment (e.g., agroecology, pasture/forage management and utilization, sustainable cropping systems/modeling, marginal land use) and to participate in the McGill School of Environment. Candidates must have a Ph.D. in a relevant field, excellent academic credentials, an ability to teach effectively at the undergraduate and graduate levels, and an ability to develop a strong independent research program. Excellent research facilities are available on campus, including well-equipped laboratories, state-of-the-art greenhouses, controlled-environment and plant quarantine facilities, research land (agronomy and horticulture) and modern facilities for large-animal research. Current areas of research strength in the Department include physiology and production of horticultural and agronomic crops, plant protection with an emphasis on biological control, plant breeding and genetics, applied statistics, and plant systematics. Applicants should send a curriculum vitae and a statement of their teaching and research interests, and arrange for three letters of reference to be sent to: Dr. Diane Mather, Chair, Search Committee, Department of Plant Science, McGill University, Macdonald Campus, 21,111 Lakeshore Road, Ste-Anne-de-Bellevue, QC, Canada H9X 3V9 (email: infoplsci@agradm.lan.mcgill.ca; internet: www.agrenv.mcgill.ca/plant/plantsci. htm). The closing date for applications is October 1, 1999. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. However, all qualified applicants are encouraged to apply. McGill University is committed to equity in employment.

### PSYCHOLOGY

**DALHOUSIE UNIVERSITY —** Postdoctoral Research Associate: Position available in the Cognitive/Clinical Neuroscience Unit at the Department of Psychology, Life Sciences Centre at Dalhousie University. The successful candidate will participate in projects examining neurocognitive processes in language development with particular reference to dyslexia using high-resolution event-related potential recordings and fMRI. Possibilities exist for participation in projects involving MEG. A completed PhD in language or cognitive development is essential while experience with ERP recording and/or fMRI techniques is desirable but not essential. The position is available from September 1st, 1999. The position is available for one/two years in the first instance with the possibility of renewal for a third year. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and landed immigrants, but all qualified candidates are encouraged to apply at this time. Application materials (curriculum vitae, three letters of reference, and copies of publications) should be submitted to: Ms. Alma Major, CCNU, Department of Psychology, Life Sciences Centre, Dalhousie University, Halifax, NS, Canada B3H 4J1.

**UNIVERSITY OF NORTHERN BRITISH COLUMBIA — Psychology Instructors.** Two one year term appointments. The Psychology program at the University of Northern British Columbia requires two instructors to teach at the Prince George campus. These will be limited term (one year), sabbatical replacement appointments, commencing September 1, 1999. Applicants must be capable of teaching in the following areas: statistics (undergraduate and graduate level), biopsychology and history of psychology. Individuals capable of teaching in other areas, such as sensation and perception, neuropsychology, health and abnormal psychology will be preferred. Please forward your curriculum vitae and the names and address of three references (including telephone and fax numbers) to: Dr. Deborah Poff, Vice President Academic, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300. Inquiries may be made to Dr. Ken Prkachin, Program Chair: (250) 960-6633 or by email at kmprk@unbc.ca. Applications received before July 15, 1999 will receive full consideration, however, applications will be accepted until the positions are filled. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

### SOCIOLOGY

**MCGILL UNIVERSITY — Sociology** Applications are invited for a tenure-track appointment at the Assistant Professor level in the area of medical sociology, commencing September, 2000. Ability to teath qualitative or quantitative methods is expected. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. For more information on the Department visit its website at http://www.arts.mcgill.ca/programs/sociology. Interested persons should write to: The Chair, Appointments Committee, Department of Sociology, Room 712, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7, enclosing a curriculum vitae and a sample of work. Candidates should have three referees write on their behalf. Applications should be received by October 1st, 1999.

**THE UNIVERSITY OF NEW BRUNSWICK, Saint John**, invites applications for an eight-month non-tenure track position in Sociology. The appointment will commence 1 September 1999, subject to budgetary approval. The candidate should be qualified to teach Introductory Sociology, Criminology, Sociology of Addictions and Canadian Society. Rank and salary will be commensurate with qualifications and experience. Applications should be sent to: Dr. J.M.C. Burns, Chair, Department of Social Science, University of New Brunswick, P.O. Box 5050, Saint John, NB, Canada E2L 4L5, or faxed to 506-648-5611. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principal of employment equity.

### SOIL SCIENCE

**UNIVERSITY OF SASKATCHEWAN —** Assistant Professor — Environmental Soil Physics. Tenure track position in the Department of Soil Science, University of Saskatchewan beginning July 1, 2000; an appointment at an earlier starting date is possible. A PhD in soil physics or related area is required, and postdoctoral experience is desirable. The candidate is expected to teath undergraduate and graduate courses in environmental soil physics. The primary research activities will emphasize transport processes in soil and related environments, and soil structure (aggregation and erodibility) and water relations under different tillage systems. Experience with modeling and conducting field scale studies on greenhouse gases, water and chemical transport would be desirable. To apply, send curriculum vitae, a brief description of academic credentials and awards, research experience, publication record, teaching philosophy and the names, addresses, telephone numbers and e-mail addresses of three references to Dr. I.J. Germida, Head, Department of Soil Science, University of Saskatchewan, 51 Campus Drive, Saskatoon, SK S7N 5A8 Canada. Ph: 306-966-6836. E-mail: germida@sask.usask.ca Application deadline 30 August 1999 or until a suitable candidate is found. This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals regardless of their immigration status in Canada. The University of Saskatchewan is committed to the principles of employment equity. As an employer, we welcome diversity in the workplace and encourage applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of those groups on their application. More information on the Department of Soil Science can be found on our website: http://www.ag.usask.ca/departments/soil/department/index.html.

### SPANISH & LATIN AMERICAN CULTURES

**UNIVERSITY OF NEW BRUNSWICK — The Department of Spanish and Latin American Cultures** invites applications for a probationary tenure-track position at the Instructor level beginning September 1st, 1999. Applicants must have native or near-native fluency in Spanish with a good command of English and be trained in current technologies in language acquisition methods. The successful candidate will teach language at all undergraduate levels, with some expectise in Hispanic civilization and culture, contemporary Latin American literature and some knowledge of linguistics. A completed M.A. is required, a curriculum vitae, a summary of teaching experience and the names and addresses of three referees should be submitted to: Chair, Department of Spanish and Latin American Cultures, P.O. Box 4400, University of New Brunswick, Fredericton, New Brunswick, E3B 5A3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications will be accepted until June 30, 1999. The University of New Brunswick is committed to the principle of employment equity.

### STRUCTURAL GEOLOGY

**UNIVERSITY OF ALBERTA — The Department of Earth and Atmospheric Sciences**, University of Alberta, is seeking a structural geologist who has the ability to deal with the analysis of regional tectonics of sedimentary basins and/or thrust-fold belt structures. The Department of Earth and Atmospheric Sciences has an international reputation for excellence in research and teaching. Thus, the successful candidate will be expected to initiate an innovative and rigorous research program that includes the supervision of MSc and PhD students and interaction with other faculty members who are engaged in research programs that involve various aspects of structural geology. This person will also teach courses in structural geology at the undergraduate and graduate levels, field school, and general earth science courses. The department is exceptionally well-equipped with state-of-the-art analytical equipment (e.g., electron microprobe, scanning electron microscope, X-ray powder diffractometers, and isotope geochemistry laboratories. Detailed information on the faculty and facilites of the department can be found on the World Wide Web at www.ualberta.ca/EAS. The appointment for this position can be at the Assistant/Associate Professor, or Professor level. Applicants must hold a PhD degree and have a proven research record. The appointment will commence on January 1, 2000 provided that a suitable candidate can be found. Applications, including a resume and a statement of research interests, should be addressed to: Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2E3. Fax: (780) 492-8190. Applications by e-mail will be declined. Applicants should also arrange for three letters of reference to be sent to the Chair. Deadline for the receipt of applications and letters of reference is September 15, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

### THEATRE PERFORMANCE

**CONCORDIA UNIVERSITY — The Department of Theatre**, Faculty of Fine Arts, invites applications for a Lecturer/Assistant Professor. This will be a one year limited term appointment for the 1999-2000 academic year. Candidates will be required to teach two to four courses each semester at the undergraduate level. Candidates must have either an MA, MFA, PhD or equivalent experience.

# CAUT ACPPU BULLETIN

## Publisher's Statement
## Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except where the language has been mandated by Human rights legislation. Where any bona fide reasons for xemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a conditon of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, d'handicaps, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permettre. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la redactrice du *Bulletin* une déclaration énoncant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, ou l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005, tél: (202)737-5900

## TARIFS DE PUBLICITÉ

**SECTION DES ANNONCES CLASSÉES**

| | |
|---|---|
| Grandes annonces[1] | 4,25 $ |
| Annonces classées | 4,00 $ |

**SECTION ÉOITORIALE**

| | |
|---|---|
| Grandes annonces[1] | 1,00 $ |

**ANNONCES COULEURS[2]**

| | |
|---|---|
| Noir et une couleur | 240 $ |
| Noir et deux couleurs | 420 $ |
| Noir et trois couleurs | 900 $ |

Les tarifs sont calculés en fonction d'une ligne agate (en vigueur jusqu'au 1er juillet 1999).

[1] Commission de 15 % des agences (illustrations prêtes à photographier)

[2] Ces tarifs comportent un supplément pour la publicité en couleur selon le nombre de couleurs utilisées par page ou par partie de page. L'annonceur doit fournir la sélection des couleurs.

## AD DEADLINES 1999-2000

The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

| ISSUE | CLASSIFIED | DISPLAY |
|---|---|---|
| September | August 5/99 | August 12/99 |
| October | September 7/99 | September 14/99 |
| November | October 8/99 | October 15/99 |
| December | November 5/99 | November 12/99 |
| January | December 3/99 | December 10/99 |
| February | January 7/00 | January 14/00 |
| March | February 7/00 | February 14/00 |
| April | March 6/00 | March 13/00 |
| May | April 7/00 | April 14/00 |
| June | May 5/00 | May 12/00 |

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

*Right on Target for Academics.*

CAUT BULLETIN

Stella Mazzarolo — Advertising Coordinator

*TEL* (613) 820.2270 *FAX* (613) 820.2417

*EMAIL* mazz@caut.ca

2675 Queensview Drive, Ottawa, ON K2B BK2

× CLIP & SAVE

## ADVERTISING RATES

**CLASSIFIED SECTION**

| | |
|---|---|
| Display ads[1] | $4.25 |
| Classified ads | $4.00 |

**EDITORIAL SECTION**

| | |
|---|---|
| Display ads[1] | $1.00 |

**COLOUR ADVERTISING[2]**

| | |
|---|---|
| Black & 1 colour | $240 |
| Black & 2 colours | $420 |
| Black & 3 colours | $900 |

All prices quoted are per agate line and are in effect until July 1, 1999.

[1] Agency commission 15% (camera-ready artwork required)

[2] These prices indicate a colour advertising surcharge based on number of colours used per page or fraction of page. Separations to be supplied by advertiser.

## DATES LIMITES 1999-2000

Le *Bulletin* est publié dix fois pendant l'année universitaire : la 1re semaine de chaque mois, de septembre à juin.

| NUMÉRO | PETITES ANNONCES | GRANDES ANNONCES |
|---|---|---|
| Septembre | 5 août 1999 | 12 août 1999 |
| Octobre | 7 septembre 1999 | 14 septembre 1999 |
| Novembre | 8 octobre 1999 | 15 octobre 1999 |
| Décembre | 5 novembre 1999 | 12 novembre 1999 |
| Janvier | 3 décembre 1999 | 10 décembre 1999 |
| Février | 7 janvier 2000 | 14 janvier 2000 |
| Mars | 7 février 2000 | 14 février 2000 |
| Avril | 6 mars 2000 | 13 mars 2000 |
| Mai | 7 avril 2000 | 14 avril 2000 |
| Juin | 5 mai 2000 | 12 mai 2000 |

Les dates limites tombent à midi, HNE. Il n'y a aucune modification ou annulation après la date limite.

LE BULLETIN DE L'ACPPU

Stella Mazzarolo — Coordonnatrice de la publicité

*TÉL.* (613) 820.2270 *TÉLÉC.* (613) 820.2417

*COURRIEL* mazz@caut.ca

2675, promenade Queensview, Ottawa ON K2B 8K2

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# CAREERS SECTION · SECTION DES CARRIÈRES

Professional theatre experience and evidence of having taught at the undergraduate level are preferred. The candidate must have experience in teaching Acting at both an introductory and advanced level, and in particular, have demonstrated qualifications and experience in teaching Elizabethan Acting. The candidate should also have experience in teaching script analysis for students in all areas of theatre. Applications, including a resumé and the names of at least three referees, should be sent to: Chair, Department of Theatre, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. Deadline for receipt of applications is June 28, 1999. In accordance with Canadian immigration policies, priority will be given to Canadian citizens and permanent residence of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

## URBAN & REGIONAL PLANNING

**QUEEN'S UNIVERSITY — School of Urban and Regional Planning** welcomes applications for a tenure-track faculty position at the rank of Assistant Professor, subject to budgetary considerations. The date of appointment is anticipated to be July 1, 2000. The School reports to the Dean of the School of Graduate Studies and Research. Our School community is made up of five FTE faculty members, 14 staff and 50 full-time graduate students. We offer a two-year master's degree in one of three areas of concentration: (i) land use and real estate development; (ii) environmental services; and (iii) housing and human services. We also support coordinated degrees with Law and Civil Engineering. We seek a colleague who will be able to teach in at least two of our three streams and will be able to contribute to both the core and elective components of our program. We are looking for candidates who hold a doctoral degree at the time of appointment, but will consider those who have completed all degree requirements except dissertation defense. Candidates without a doctoral degree but who have a combination of demonstrated outstanding educational, scholarly and professional experience may also be considered. Candidates should possess at least one degree in planning. Eligibility for membership in the Canadian Institute of Planners is preferred. We welcome candidates who have competence in using information technology in their own areas of teaching, research and professional practice. The teaching responsibility of this position will include our "Computer Applications in Planning" course. We value diversity and look forward to meeting candidates who have developed innovative ways of making their work inclusive of issues of race, ethnicity, sex, age, class, (dis)ability, sexuality, etc. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Please submit applications or direct inquiries to: Dr. Hok-Lin Leung, Chair of the Appointments Committee, School of Urban and Regional Planning, Queen's University, Kingston, ON K7L 3N6. Applications must be received or postmarked no later than December 17, 1999. Your application should consist of a letter in which you discuss your teaching and research interests, a curriculum vita and the names and contact information (including fax numbers and/or email addresses) of three persons who could provide letters of recommendation. Other materials such as teaching and professional practice portfolios will also be reviewed. Please visit the School's website for more information on our program and university: http://info.queensu.ca/surp/index.htm

## VISUAL ARTS

**YORK UNIVERSITY — Studio Position: Photo-Based Practices (1999-2000).** Applications are invited for a ten-month contractually limited full-time studio position at the Assistant Professor level, commencing September 1, 1999, with a primary concentration in contemporary photo-based practices and digital media. The applicant must be a practicing professional artist with a demonstrated record of exhibitions and publications, and a working knowledge of contemporary theory and art practice. An M.F.A. degree or the equivalent is required, and a minimum of two years post-secondary teaching experience is preferred. The successful applicant will have the capacity to teach at all levels of a B.F.A. degree programme and an M.F.A. programme. The successful application will also have a strong commitment to art practice, theory, teaching and administrative responsibilities. Applications should include: a statement of interest reflecting professional strengths, current projects and future plans; a teaching philosophy; a skills sheet; 20 slides and additional documentation of the applicant's art practice; a detailed curriculum vitae; the names and addresses of three referees. Teaching evaluations would also be helpful. Application deadline is Friday, July 16, 1999. Please specify CLA Search in your letter of application. Applications should be sent to: Prof. Jon Bath, Chair, Studio Search Committee, Department of Visual Arts, 232, CFA, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. For additional information: FAX: (416) 736-5875. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**YORK UNIVERSITY — Studio Position: Photo-Based Practices.** The Department of Visual Arts, Faculty of Fine Arts, York University, intends to make a tenure stream appointment at the Assistant Professor level for a Studio Instructor in Photo-based Practices to commence July 1, 2000. Applications are invited for an entry-level tenure-stream studio position with a primary concentration in contemporary photo-based practices and digital media, with additional strengths in non-silver photography. The applicant must be a practicing professional artist with a demonstrated record of exhibitions and publications, and a working knowledge of contemporary theory and art practice. An M.F.A. degree or the equivalent is required with a minimum of three years post-secondary teaching experience preferred. The successful applicant will have the capacity to teach at all levels of a B.F.A. degree programme and an M.F.A. programme. With a strong commitment to art practice, theory and to teaching, the applicant will have the capability of teaching in other studio and theory areas. This position requires a strong commitment both to administrative responsibilities and to curricular development. Applications should include: a statement of interest reflecting professional strengths, current projects and future plans; a teaching philosophy; a skills sheet and a list of preferred areas of teaching; 20 slides and additional documentation of the applicant's art practice; a detailed curriculum vitae; the names and addresses of three referees. Application deadline is Friday, July 30, 1999. Please specify Tenure Stream Search in your letter of application. Applications should be sent to: Prof. Jon Bastarin, Chair, Studio Search Committee, Department of Visual Arts, 232, CFA, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. For additional information: FAX: (416) 736-5875. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF WINDSOR — Visual Arts.** Applications are invited for a nine-month limited-term position in Multi-Media for the term August 15, 1999 to May 15, 2000, at the rank of Assistant Professor. Responsibilities will include the teaching of introductory and advanced Multi-Media studio courses, and independent tutorials in Multi-Media at the undergraduate and graduate levels. Candidates must have an MFA and should have experience in video, performance, sound and image processing, post-secondary teaching experience, and an established exhibition record. Candidates should submit a letter of application, a curriculum vitae, an artist's statement, sample course outlines, teaching evaluations, and must arrange to have three letters of reference forwarded by July 5, 1999 to: Wm. C. Law-Chair, Visual Arts, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4, Phone: 519/253-3000, Ext 2828, Fax: 519/971-3647, E-mail: wcl@uwindsor.ca. The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

## VISUAL COMMUNICATION

**THE NOVA SCOTIA COLLEGE OF ART AND DESIGN** invites applications for a regular full time appointment at the rank of Assistant Professor, Visual Communication. This is a three-year initial appointment to commence September 1, 1999, and is renewable for continuing appointments. The profession of visual communication is profoundly affected by new methods and channels of communication. The traditional boundaries of the page have expanded to embrace digital multiple media environments, including graphic user interface, interactive, information and identity design. Our goal is to prepare the student to act as an inquiring, thinking, and creative visual communicator, responsive to culture and society. Design students are encouraged to understand and develop diverse visual strategies appropriate to the communication need. Courses will be taught in the areas of information, graphic and typographic design, and the incumbent will supervise student projects at undergraduate and graduate levels. He/she will participate in curriculum development and be expected to contribute to the department at all levels. The successful candidate will have extensive background experience in the field of visual communication design with expertise in both digital and traditional media applications. Qualified applicants will have a graduate degree, major in design, with concentration on typographic, graphic and information design and/or extensive professional work experience as well as successful post-secondary teaching experience. Applications should include a current curriculum vitae, a portfolio of current work (maximum of 20 slides), statement of teaching philosophy, and the names of three references. Please send to: Personnel Administrator, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia, B3J 3J6. Fax: (902) 425-4664. This advertisement is directed to Canadian citizens and residents of Canada. Salary will be according to the Faculty salary scale. Deadline for applications July 1, 1999.

## WOMEN'S STUDIES

**THE UNIVERSITY OF WESTERN ONTARIO — Women's Studies.** The Centre for Research on Violence Against Women and Children and the Centre for Women's Studies and Feminist Research at The University of Western Ontario invite applications for The Scotiabank Professorship for Research on Violence Against Women and Children. A completed Ph.D in a Social Sciences discipline, a national profile in anti-violence research and scholarship with publications, a commitment to action-oriented community-based research, and demonstrated experience in teaching interdisciplinary Women's Studies are essential requirements for this position. The successful candidate will teach "Feminist Theory and Practice in the Social Sciences" and "Feminist Perspectives on Violence Against Women" in the Women's Studies program. The incumbent will be expected to maintain an active research program in the field of violence against women and children. Opportunities also exist to take a leading role in the ongoing research of The Centre for Research on Violence Against Women and Children such as anti-violence education under a major project funded by the Ontario Ministry of Education and Training, and anti-violence work in Costa Rica funded by CIDA. The Scotiabank professorship will be for 3-5 years, renewable, at the rank of assistant or associate professor. Current floor salaries for assistant and associate professor are $45,000 and $52,000 (respectively [under contract negotiation]). Research assistance and start-up research support are available to the successful candidate under the Scotiabank funding. Deadline for applications is July 1, 1999, with the appointment effective September 1, 1999. Applicants should send a letter of application with a copy of their C.V., teaching evaluations, a sample of their scholarly writing and three letters of reference to: Katherine McKenna, Director, Centre for Women's Studies and Feminist Research, and Centre for Research on Violence Against Women and Children, Room 101, University College, London, Ontario N6A 3K7; fax: (519) 661-3491. Position is subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities.

## ZOOLOGY

**UNIVERSITY OF GUELPH — Molecular Physiology. The Department of Zoology** at the University of Guelph invites applications for a tenure track position at the Assistant Professor level. The Department seeks the appointment of an individual with expertise in the molecular physiology of aquatic organisms, with a particular interest in environmental adaptations. The successful applicant will have a strong record of achievement in research and will be expected to develop and sustain an externally funded research program that involves the training of graduate students. Undergraduate teaching responsibilities will focus on the areas of cell physiology, histology and developmental biology. A PhD and postdoctoral experience are required. The expected starting date is July 1, 2000. Applications, including a curriculum vitae, and brief (<4 pages) summary of research and teaching interests, as well as copies of up to three papers should be sent to: Dr. Paul Hebert, Chair, Department of Zoology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Applicants should also arrange for three letters of reference to be sent by the closing date of August 31, 1999. For additional information on the Department of Zoology see: http://www.uoguelph.ca/zoology. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. We thank all applicants for their interest but wish to advise that only those selected for an interview will be contacted.

**UNIVERSITY OF GUELPH — Molecular Phylogenetics. The Department of Zoology** at the University of Guelph invites applications for a tenure track position at the Assistant Professor level. The Department seeks the appointment of a molecular phylogeneticist who couples both a strong theoretical background with an ongoing empirical research program. As the Department has a particular commitment to aquatic biology, preference will be given to applicants working on freshwater or marine organisms. The successful applicant will have a strong record of achievement in research and will be expected to develop and sustain an externally funded research program that involves the training of graduate students. Undergraduate teaching responsibilities will focus on molecular evolution and, depending upon the applicant's area of expertise, cell biology, invertebrate zoology or systematics. A PhD and postdoctoral experience are required. The expected starting date is July 1, 2000. Applications, including a curriculum vitae, and brief (<4 pages) summary of research and teaching interests, as well as copies of up to three papers should be sent to: Dr. Paul Hebert, Chair, Department of Zoology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Applicants should also arrange for three letters of reference to be sent by the closing date of August 31, 1999. For additional information on the Department of Zoology see: http://www.uoguelph.ca/zoology. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. We thank all applicants for their interest but wish to advise that only those selected for an interview will be contacted.

## ACCOMMODATIONS

**AUTUMN SABBATICAL.** Fully furnished 3-bedroom flat for rent in Edinburgh, Scotland from September to December 1999. Centrally located (New Town). All modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick or Stephen Brown (705) 741-5252 or (705) 748-1238/1237 Trent University; after July 1 011-44-131-556-7381 phone/fax. Email: "kchittick@trentu.ca" or "swbrown@trentu.ca".

**SABBATICAL HOUSE in Winnipeg, MB** available 1 July 1999 - 30 June 2000. Fully furnished 3-bedroom home, 10 minutes to Ft. Garry campus. Family room, rec room, 1 1/2 baths, fenced yard, deck, single garage, ¶ parking pad. $800.00 per month plus utilities. Ph. (204) 453-8100 or fax (204) 474-7620.

**OTTAWA —** 3 bdrm furnished house for rent summer 1999 - summer 2000. Close to Carleton, NRC, UofO and General Hospital campuses. Bright, sunny, rec room, garden opening onto treed park. Close to all amenities. (613) 733-5195, 562-5800 ext. 6374, altosar@science.uottawa.ca


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## Computer Science
**University of Prince Edward Island**

The Department of Mathematics and Computer Science invites applications for a tenure-track position in Computer Science at the Assistant Professor or Associate Professor level effective July 1, 1999. Candidates should hold a Ph.D in Computer Science and demonstrate a strong commitment to undergraduate teaching. Duties will include teaching three (3) undergraduate courses in Computer Science per semester and developing/maintaining an appropriate research program. Applicants must arrange for three (3) letters of reference to be sent directly from referees. Evaluation of applications will begin **June 1, 1999** and continue until the position is filled.

Applications including curriculum vitae and evidence of teaching ability should be forwarded to:

**Dr. Moxim R. Burke, Acting Chair**
**Department of Mathematics & Computer Science**
**University of Prince Edward Island**
**550 University Avenue**
**Charlottetown, Prince Edward Island**
**Canada C1A 4P3**

Telephone: (902) 566-0508
E-mail: burke@upei.ca
Fax: (902) 566-0466
Homepage: http://www.math-cs.upei.ca/

This position is subject to final budgetary approval

The University of Prince Edward Island is committed to gender equity in employment. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents.

## Simon Fraser University
*NSERC University Faculty Award*
*Department of Biological Sciences*

The Department of Biological Sciences of Simon Fraser University plans to nominate a female scientist for an NSERC University Faculty Award. Candidates are required to hold a PhD degree in any area of the Biological Sciences at the time of appointment. Strong demonstrated research potential and teaching commitment are essential.

The department web page can be accessed via http://www.biol.sfu.ca.

A tenure-track appointment will accompany the award, effective on the start date. Candidates must be women and Canadian citizens or permanent residents of Canada.

The position would be expected to begin September 1, 2000. Interested applicants should, before **June 30, 1999**, submit an up-to-date curriculum vitae and descriptive statements on research plans and teaching to: **Dr. N.H. Hauneland, Chair, Department of Biological Sciences, Simon Fraser University, 8888 University Drive, Burnaby, B.C. V5A 1S6, Canada.** Please arrange for three letters of reference to be sent in confidence (fax: 604-291-4312).

Further information on the award can be obtained from the department or directly from NSERC, (also see the NSERC web site http://www.nserc.ca/programs/sf/UFA_e.htm).

Simon Fraser University is committed to the principle of equity in employment.

## Dean of the Brantford Campus
*Wilfrid Laurier University*

Applications and nominations are invited for the position of Dean of the Brantford Campus of Wilfrid Laurier University. This appointment will commence July 1, 1999, and will be for a three-year term.

The Dean of the Brantford Campus will be the first senior academic administrator of the new program offered by Wilfrid Laurier University in Brantford.

The Dean of the Brantford Campus will oversee all aspects of the University operation in Brantford; in particular, the establishment of the academic programs to be offered. A unique, three-year General BA program will be built around a set of core courses; in addition, the first year of the highly respected Laurier Business Program (BBA) will be offered in Brantford. The Dean is expected to provide leadership, and represent the interests of the Brantford Campus within the Institution and at large. Candidates should have substantial teaching and administrative experience in a university setting, experience with curriculum development, and the capacity to work constructively with members of the Brantford Campus, with other senior University administrators, and the broader community of Brantford.

Located in the newly renovated Carnegie Library Building in downtown Brantford, Ontario, this satellite campus of Wilfrid Laurier University will open to full-time and part-time students in September 1999. During the first year of operation (1999-2000) the courses offered will be mainly first-year courses. Senior courses will be offered for the 2000-2001 academic year, and by the 2001-2002 academic year a full degree program will be available.

Applications and nominations, together with a current curriculum vitae and the names of three referees, should be forwarded by June 15, 1999 to:

Dr. Rowland Smith, Vice-President: Academic
Chair, Search Committee (Brantford Dean)
Wilfrid Laurier University
75 University Avenue West
Waterloo, Ontario N2L 3C5

*In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men. Additional information on Leunier can be found on the World Wide Web (http://www.wlu.ca).*

The University of Manitoba
Department of Community Health Sciences

## MEDICAL OFFICER OF HEALTH

The Department of Community Health Sciences, Faculty of Medicine, University of Manitoba, Manitoba Health, Burntwood and Churchill Regional Health Authorities are seeking applications to fill a contingent geographical full-time (GFT) position at the rank of Assistant Professor and Medical Officer of Health to commence as soon as possible. The position will be geographically located at Thompson, Manitoba.

The successful applicant will participate in lectures and seminars to undergraduate and postgraduate students, hospital staff and community based health providers within the Burntwood and Churchill Regional Health Authorities. There is an expectation to develop and participate in research activities within one's area of expertise. In the role of Medical Officer of Health, the successful candidate will undertake duties as assigned by the Chief Medical Officer of Health, Department of Health, Province of Manitoba. He/She will report to the President/Chief Executive Officer of the respective Regional Health Authorities; maintain responsibility and accountability for program standards and professional performance; uphold and administer the Public Health Act; plan, deliver, monitor and evaluate community health programs in collaboration with other senior regional staff, and educate physicians, nurses, inspectors or the public as necessary in the practise of public health.

The applicant must be visionary regarding the development of community-based health care systems and be knowledgeable and supportive of the evolving outreach programs in a climate of change. Candidates must hold a Medical Degree and be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Community Medicine by the Royal College of Physicians and Surgeons of Canada is preferred. A recognized and positive working relationship with Aboriginal communities would be an asset.

The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Interested candidates should apply enclosing a curriculum vitae and the names of three referees to: **Department Head, Community Health Sciences, Faculty of Medicine, The University of Manitoba, P120-750 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3 or Dr. Susan Roberecki, Acting Chief Medical Officer of Health, Manitoba Health, Room 301-800 Portage Avenue, Winnipeg, Manitoba, R3G 0N4.** Phone 945-6839. Deadline date for receipt of applications is **July 31, 1999**

# Western Premiers Want Funding Restored

*By BILL GRAHAM*

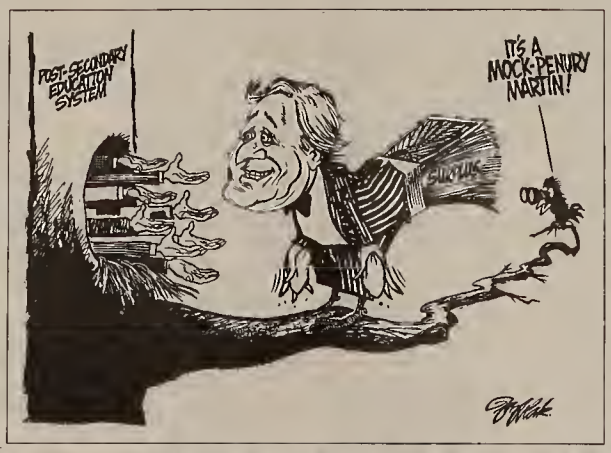
CANADA'S Western premiers and territorial leaders were unanimous in their economic call-to-arms for the restoration of the missing $3.7 billion in federal transfer payments at their annual conference last month. Following close on the heels of Martin's recent largesse which restored $2.5 billion to the health care system the leaders made it evident obtaining federal funds for post-secondary education was now a priority.

Although there is no clear mandate of how to allocate the funds for post-secondary education, health and social assistance, it was clear the premiers want the full restoration of the $6.2 billion cut since Mulroney's infamous budget of 1995.

Post-secondary education was passed over in the last federal budget and the provinces committed themselves to increased provincial spending on health care. Manitoba Premier Gary Filmon was quoted as saying, "We believe that we can do similar positive things for post-secondary education if we had Ottawa's commitment to begin to restore the funds."

The Western premiers and territorial leaders say they will press their demands at the annual premiers' conference in August.

More than a year ago Paul Martin confirmed the federal government's withdrawal from its historic commitment to funding post-secondary institutions in favour of measures alleged to alleviate the burden of high student debt, and to encourage personal saving for education. But by all accounts the advent of the Millennium Scholarship Fund will be of far less help to students than it was touted to be, and it ruffled the feathers of the provinces who wanted transfer payments instead of a federal self-serving boutique program.




Canada's universities are already at a huge disadvantage in relation to their counterparts south of the border, and the situation is getting worse with each passing year as the Americans, overall, are investing more dollars into their higher education institutions.

Of course, the federal government is not entirely to blame. Some of the provinces began cutting or freezing university funding before Ottawa took an axe to its transfers. Federal money that was transferred to the provinces had virtually no strings attached, and no assurance that it went for its intended uses.

And, there are problems with the agreement reached in early February between Ottawa and the provinces regarding social program spending. The provinces did promise to increase health care spending if Ottawa came through with increased transfers, but Ottawa's follow-through may depend on at least six of the provinces agreeing, and Quebec would have to be guaranteed the right to opt out of the terms of any federal-provincial agreement.

The February agreement spoke of allowing each province to design its own version of standards according to "its own needs and circumstances." The recent report of the Council of Ministers of Education appeared to underscore this lack of national standards. In fact, provinces vary greatly in relation to their perceived needs and circumstances, so that funding levels and choices from province to province bear little homogeneity.

While BC's per capita spending on education has remained relatively constant, Alberta's has fallen 22 per cent in real dollars since 1993-94, and Ontario — where enrolment is expected to increase by 40 per cent over the next ten years — comes in dead last in funding on a per student basis, and its student-faculty ratio is the highest in Canada.

CAUT proposes the introduction of a Post-Secondary Education Fund governed by a Post-Secondary Education Act which outlines federal and provincial responsibilities, establishes national standards, and enacts enforcement mechanisms. The fund should restore the $2.5 billion in federal cash transfers which have been cut since 1993-94, and should grow with the economy.

Prior to the premiers' conference in August, CAUT will step up its pressure on Ottawa and the provinces to increase core funding to Canada's universities, and to develop strong national standards to maintain quality and accessibility. Public education must be kept public — the drive toward private funding and private institutions must be stopped dead in its tracks. ■

# Les premiers ministres de l'Ouest veulent le rétablissement total du financement

LORS de leur conférence annuelle tenue le mois dernier, les premiers ministres des provinces de l'Ouest et les dirigeants des territoires ont fait front commun pour revendiquer le rétablissement des 3,7 milliards de dollars retranchés des paiements de transfert fédéraux. Dans la foulée des récentes largesses de M. Martin qui a réinjecté 2,5 milliards de dollars dans le régime de santé, les premiers ministres ont démontré qu'il était désormais prioritaire d'obtenir du fédéral des fonds pour l'enseignement postsecondaire.

Bien qu'il n'existe aucun mandat clair pour l'affectation de crédits au titre de l'enseignement postsecondaire, de la santé et de l'assistance sociale, il était manifeste que les premiers ministres voulaient le rétablissement des 6,2 milliards de dollars que l'infâme budget de Mulroney avait soustraits en 1995.

Le dernier budget fédéral a omis l'enseignement postsecondaire et les gouvernements provinciaux se sont engagés à augmenter leurs dépenses dans le secteur de la santé. Le premier ministre du Manitoba, Gary Filmon, a déclaré : «Nous estimons que nous pouvons faire la même chose pour l'enseignement postsecondaire si Ottawa s'engage à commencer à rétablir les fonds.»

Les premiers ministres de l'Ouest et les dirigeants des territoires ont dit qu'ils feraient valoir leurs revendications à la conférence annuelle des premiers ministres au mois d'août.

Il y a plus d'un an, Paul Martin a confirmé que le gouvernement fédéral se retirait de son engagement traditionnel envers le financement des établissements d'enseignement postsecondaire et qu'il mettait de l'avant des mesures devant alléger le fort endettement des étudiants et encourager les économies personnelles en vue des études. Toutefois, au dire de tous, le projet des bourses du millénaire s'est révélé beaucoup moins utile que prévu et a irrité les provinces qui voulaient des paiements de transfert au lieu d'un programme fédéral servant des buts individuels.

Les universités canadiennes sont déjà énormément désavantagées par rapport aux établissements américains. D'ailleurs, leur situation empire d'année en année alors que les Américains, dans l'ensemble, investissent davantage dans leurs établissements d'enseignement postsecondaire.

Bien entendu, il ne faut pas blâmer entièrement le gouvernement fédéral. Certains gouvernements provinciaux ont commencé à réduire ou à geler le financement des universités avant que le fédéral sable les paiements de transfert. Les crédits versés aux provinces étaient pratiquement inconditionnels et n'étaient assortis d'aucune garantie qu'ils serviraient aux buts visés.

De plus, l'entente intervenue au début de février entre le fédéral et les provinces au sujet des dépenses dans les programmes sociaux est problématique. Les provinces ont effectivement promis de dépenser davantage dans le secteur de la santé si le fédéral augmentait ses paiements de transfert. L'accord d'au moins six provinces est cependant nécessaire pour qu'Ottawa donne suite à cette promesse. Le Québec devrait également se voir garantir un droit de retrait des conditions de l'entente fédérale-provinciale.

Selon l'entente de février, chaque province pourrait élaborer ses propres normes en fonction de ses besoins et de sa situation. Le récent rapport du Conseil des ministres de l'Éducation a semblé mettre en évidence le manque de normes nationales. De fait, les besoins et la situation des provinces varient beaucoup entre elles de sorte que les niveaux et les choix de financement d'une province à l'autre sont très peu homogènes.

Bien que les dépenses par habitant en Colombie-Britannique au titre de l'éducation sont demeurées relativement constantes, en Alberta, elles ont chuté de 22 p. 100 en dollars réels depuis 1993-1994. L'Ontario, où l'on s'attend à ce que le nombre d'inscriptions augmente de 40 p. 100 au cours des dix prochaines années, arrive bon dernier quant au financement par étudiant. Le rapport étudiants-professeur y est d'ailleurs le plus élevé au Canada.

Avant la conférence des premiers ministres en août, l'ACPPU intensifiera ses pressions sur Ottawa et les provinces en faveur de l'augmentation du financement de base des universités canadiennes et de l'élaboration de solides normes nationales pour l'enseignement postsecondaire assurant le maintien de la qualité et de l'accessibilité.

L'ACPPU propose la création d'un fonds pour l'enseignement postsecondaire régi par une loi sur l'enseignement postsecondaire qui énonce les responsabilités des gouvernements fédéral et provinciaux, qui détermine les normes, qui promulgue des mécanismes de mise en application. Le fonds devrait rétablir les paiements de transfert fédéraux en espèces de 2,5 milliards de dollars qui ont été retranchés depuis 1993-1994, et devrait croître avec l'économie.

L'enseignement public doit rester public : il doit être financé par les deniers publics et être accessible à toute la population. Il faut mettre un frein au mouvement en faveur du financement privé et des établissements d'enseignement privé. ■

Traduit de l'article «Western Premiers Want Funding Restored».